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ABSTRACT

Employers (N=1,369) on the Navajo reservation were identified, and a subgroup (N=122) participated in an Employer Account System (EAS) to provide detailed information about types of jobs available at their organizations. In addition, 239 closed client case files from the Navajo Vocational Rehabilitation Program (NVRP) were reviewed to determine placement patterns and employment outcomes on the Navajo Reservation. The 901 jobs existing at the organizations participating in the EAS were compared with the placements of 201 NVRP clients. Results indicated that about half of all jobs that clients desired were in existence on the reservation with EAS employers. Also, about half of the clients were placed in jobs they identified as vocational goals. There was a high rate of placement of clients in job training at sheltered employment sites, with only 55 percent placed in competitive employment situations. Results supported use of an employer account system for identifying sources of employment and integrating this with data on the vocational skills of clients to identify training needs. Appendices provide detailed analysis of number and types of jobs available and client vocational goals and placements. (Contains 23 references.) (DB)

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# AN ANALYSIS OF THE NAVAJO NATION LABOR MARKET: JOB DEVELOPMENT FOR AMERICAN INDIANS WITH DISABILITIES

Volume 4

## Development of a Local Labor Market Analysis Model to Identify Employment Opportunities for Persons with Disabilities Living on Reservations

Final Report
1994

Patricia M. Rose, M.S., C.R.C.
Robert M. Schacht, Ph.D.
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## Preface

This report represents the culmination of a multiyear project at the AIRRTC involving a number of different investigators and several reports on different components of the project. The project as a whole was conceived by Dr. William Martin (1987) during the preparation of the second five-year competitive application to NIDRR. Previous reports (Schwartz, 1989; Schwartz, Lonetree, & Kee, 1993; Shook, Schacht & Velasquez, 1993) were concerned with the first major component of the project, a survey of employers in the Navajo Nation. Most of the data collection for this first component was done by Schwartz and Lonetree in 1989. The second major component of the project, a Consumer Market Survey, was begun by Schwartz, Lonetree, and Kee and is reported separately (Schacht, Klibaner, & Schwartz, in progress). The third major component of the project is to show how all of the previous components can work together to enhance job development prospects for VR clients. This report is devoted to this third component and also serves as the final report for the project as a whole. A manuscript begun by Lonetree and Schwartz on an analysis of NVRP case files has been revised and incorporated into this report.

Robert M. Schacht

Abstract

Employers on the Navajo reservation were identified through a survey conducted to determine their number and type. From the survey, a subgroup was identified composed of employers whose managers agreed to participate in a survey to determine the attitudes of employers regarding hiring American Indians with disabilities. From this subgroup a smaller subgroup agreed to provide details about their organizations and to participate in an Employer Account System (EAS). This information included the manager or owner's name and job title, tribal agency, address and phone number, the number and type of jobs in existence at their organizations, salary information, type of employment (full-time, part-time, or seasonal), and education or training required. Although the types of employers from which the detailed EAS data were gathered were not representative of the total population of all types of employers on the reservation, the detailed EAS data did offer information about what types of jobs may be found at organizations like those participating in the EAS.

In addition, two hundred and thirty-nine (239) client case files from the Navajo Vocational Rehabilitation Program (NVRP) were reviewed to determine placement patterns and employment outcomes on the Navajo reservation. Analyses included status 26 and 28 closures both on and off the reservation. Major areas of employment are indicated in relation to occupational divisions defined by the *Standard Industrial Classification Manual* (1987). Placements of clients in jobs are compared to the job goals outlined in clients' individual written rehabilitation plans (IWRP) through use of job codes from the *Dictionary of Occupational Titles* (*DOT*, 1977). Placement information is presented according to tribal agencies.

Then, jobs available through employers who agreed to participate in an Employer Account System on the Navajo reservation were compiled and compared with the jobs in which VR clients were placed. One-hundred-twenty-two employers agreed to participate and reported a total of 901 jobs existing at their organizations. The 901 jobs were compared with the placements of 201 Navajo Vocational Rehabilitation Program (NVRP) clients to determine commonalities between jobs clients desired, jobs clients took, and jobs available through employers on the reservation. Of interest were the percentages of matches between the labor supply and employer needs. The matching analysis was done by means of the *Dictionary of Occupational Titles* (*DOT*) codes corresponding to jobs reported in existence by employers, jobs that VR clients identified as vocational goals on their Individual Written Rehabilitation Plans, and jobs in which clients were ultimately placed.

## Introduction

Placement of vocational rehabilitation (VR) clients has historically been a difficult task for VR counselors, given the inherent difficulty of overcoming common concerns of employers about hiring persons with disabilities. Knowledge of labor markets is an essential tool of vocational rehabilitation (VR) counselors in general but is particularly useful to VR counselors in more rural areas where many American Indian reservations are found. These reservations may have labor markets that are less diverse than those in other areas. Many American Indian persons seeking employment through VR agencies do not wish to relocate to other areas in order to gain employment (Schacht & Minkler, 1991), requiring tribal VR counselors to be knowledgeable of the jobs on their reservations and the types of industries the jobs represent.

As a result of considerations such as these, Lonetree (1990) recommended that:

(1) steps be taken to develop relationships between American Indian vocational rehabilitation projects and prospective employers.

(2) project staff initiate contact with fraternal organizations, public service groups, personnel management, and business associations to promote job placement and job development for American Indians with disabilities.

(3) project staff contact small, medium-sized, and large employers to introduce the prospect of creating or restructuring jobs and explain the advantages of hiring disabled workers.

These considerations have also given birth to new methods by which VR counselors may place clients more efficiently and easily.

The employer account system (EAS) has been one of the methods suggested (Galloway, 1982; Corthell & Boone, 1982). However, its implementation involves a knowledge of local labor markets, the vocational skills of VR clients, and how those two elements relate to each other (Lonetree, 1990). More specifically, the EAS necessitates the knowledge of how VR clients' job skills and job goals match with the jobs in existence in their local areas. Gathering this information can seem laborious and time-consuming at first, but ultimately it can lead to efficient, timely, and appropriate job placements that benefit not only clients but employers. This information allows counselors to efficiently place clients in jobs they desire, to fill vacancies of reservation employers, and to have knowledge of what organizations may offer more jobs than others.

In order for rehabilitation programs to meet the labor supply needs of existing employers, an important component of a local labor market analysis is to identify the labor market supply of persons who can fulfill employment needs. Since persons with a disability can often fulfill those needs as well as anyone else, VR clients in job-ready status form an important part of the labor market. Adequate client data must be available to match with employer data. This information has been used successfully within vocational rehabilitation agencies to build information that assists in current job matching and also enhances future job matching by predicting what skills the employing community will want (Corthell & Boone, 1982).

The following analysis was part of a larger study conducted by the American Indian Rehabilitation Research and Training Center (AIRRTC) with the goal of developing a local labor market analysis model for the identification of employment opportunities for persons with disabilities living on reservations. The purpose of the project as a whole was to test a model of local labor market analysis on a reservation in order to increase the vocational opportunities for American Indians with disabilities living on reservations. The model will have broader benefits, especially in its application to the other tribally administered vocational rehabilitation projects (Section 130), to tribes who may also develop vocational rehabilitation projects in the future, and to state VR counselors who provide VR services to non-American Indian people on reservations. Some state vocational rehabilitation (VR) agencies expanding services to reservation-based American Indians with disabilities also will benefit from the results of the model demonstration.

Problem Statement

During the early '80s, numerous cutbacks in federal spending occurred due to the Economic Recovery Act of 1981, implemented by the Reagan administration (Economic Development Committee of the Navajo Nation Council, 1991). These cutbacks hurt many programs in states across the United States and likewise affected reservation programs, including tribal vocational rehabilitation. Given this, the challenge of rehabilitation personnel was to develop innovative procedures to solve the problem of placement. The Employer Account System (EAS) model (Corthell & Boone, 1982; Galloway, 1982) for placement was proposed as a solution.

Although an explicitly defined EAS has not been implemented on the Navajo reservation, the information reported on here can be an example of how an EAS might be implemented in the future. Data were obtained on employers on the Navajo Nation in 1989 (Schwartz, 1989) and on clients of the Navajo Vocational

Rehabilitation Program (NVRP, now part of Navajo Nation Office of Special Education and Rehabilitative Services, NNOSERS). Case files were analysed to provide baseline data to help determine the effectiveness of the job development model following implementation (Martin, 1987, p. 65). The focus of this report was to determine how these clients' skills and vocational goals matched with the labor needs of the employers on the Navajo reservation in 1989. Additionally, the match between the vocational goals of clients and the jobs in which they were placed is compared. To understand how the matching of available labor to employer needs can be of future use, an explanation of the ba*SIC* concept and characteristics of an Employer Account System follows.

Employer Account Systems

The manager of a rehabilitation program can view the aggregate effect of vocational rehabilitation as developing a special labor pool, i.e., local persons who have disabilities who are ready for job placement. To assist the process of placement, managers may need to help their clients in this special labor pool develop skills that the employers in the area need. While this can be done by counselors on a case by case basis, it will help the counselors do their jobs if they have at hand information about the local labor market that identifies the kinds of skills employers need in order to fill their labor requirements. In order to avoid the unnecessary costs of duplication of effort and "reinventing the wheel," program staff can work together to understand the local labor market and how their clients can compete most effectively in that marketplace. To do this, adequate data on their clients' job skills is needed to compare with current employer data. This type of information has been used successfully within vocational rehabilitation agencies to build data bases that assist in current job matching and which also enhance future job matching by predicting what skills the employing community will want (Corthell & Boone, 1982). These data bases are the heart of what is known as an employer account system.

Employer account systems (EAS) have been used in VR settings to match employers with clients (Corthell & Boone, 1982; Galloway, 1982). The goals of an EAS are to assist VR counselors to match their clients with jobs in their communities, thus avoiding duplication of effort and to enhance future job matching by gathering and disseminating information regarding what jobs will likely be in existence within their communities. In essence, the system objectives are to efficiently match vocational rehabilitation clients with employers to fill vacancies to meet employers' needs while identifying more resources for placement. Although employer account

systems have been used with smaller organizations, to achieve economies of scale they are most useful with organizations employing 100 or more employees. Larger organizations have more frequent position openings, and the cost of providing employer-required services in order to place VR clients may not be worth the investment of time and effort with smaller organizations (Corthell & Boone, 1982; Galloway, 1982).

Corthell and Boone (1982) offered a detailed explanation of the purposes of an EAS. They are:

1) provide a systematic approach to job placement to avoid duplication of efforts
2) meet employer needs productively and subsequently improve relations between VR and local employers
3) keep up-to-date information regarding the local labor market
4) gather and disseminate job forecasting data
5) provide a larger base of job leads for VR clients
6) make job leads more readily available to VR counselors and clients
7) increase the number of successful client placements

Corthell and Boone (1982) described the development of an EAS instituted in Des Moines, Iowa. During the planning phase, employer account representatives and a supervisor assessed the needs of local employers and the VR agency, designed forms and other necessary materials needed for implementation of the EAS, and selected employers for the program. Following the planning phase, the selected employers were contacted, accounts established with the employers were maintained, employment information was shared with VR personnel and with VR clients, and other placement procedures were established and organized to support the EAS. The aim of the EAS was to assist VR counselors to place clients in a systematic manner but to do so with a combined effort of all the VR staff. Thus the system was implemented, maintained, and used by the entire VR agency. The goal of this method essentially is for the entire VR staff to be involved in the placement of clients, as opposed to placing the entire responsibility on the counselors. Corthell and Boone suggested that this cooperative approach used along with the above-mentioned procedures of the EAS is ideal, especially since many counselors view placement as the ultimate difficulty inherent in VR counseling.

Likewise, Galloway (1982) defined the various aspects of initiating an EAS, including prospecting for employer accounts, preparation of arguments of why clients with disabilities can be productive employees and assets to organizations,

establishing credibility with employers in counselors' communities, and presentation of arguments describing how an employer may benefit from hiring persons with disabilities. A similar approach is advocated by DiLeo and Langton (1993) and Fabian, Luecking & Tilson (1994).

Bowe and Rochlin (1984) likewise discussed the need to establish credibility with local employers as a reliable source from which employers can hire persons with disabilities. They suggested that VR counselors refer only clients who are fully qualified for the tasks at hand and begin referrals with new business contacts by referring only the most qualified clients initially, which may subsequently lead to employers being more open to hiring persons with more severe disabilities.

Due to the large public sector of the Navajo economy, the federal cutbacks of the Reagan administration (referred to earlier), and the subsequent negative effect of this on maintenance and development of employers on the Navajo reservation, job placement of American Indians with disabilities posed an increased challenge. Implementing an EAS on the Navajo reservation as a proposed solution required identification of the number, type, and size of employers on the reservation.

Therefore, the purpose of this report includes the presentation of data on Navajo Nation employers who have expressed a willingness to participate in an EAS. These employers will be tabulated by industry, and their employees will be tabulated by occupation. The purpose of these tabulations will be to let VR program managers and counselors know what kinds of jobs existed on the Navajo reservation in 1989 (and probably today) with employers willing to work with an EAS. Although these jobs are not job *openings*, they represent jobs that may become vacant and then be filled by VR clients.

The larger purpose of discussing these data is to illustrate the process of developing and using labor market data as an aid to the development of IWRP goals and, ultimately, placements for VR clients. The same analytical model can be used by other VR programs to assist the placement process with their clients.

## Method

### Population

To provide labor market information for VR counselors on the Navajo reservation, Schwartz (1989) conducted a survey to identify the number and type of employers on the Navajo reservation. From the survey, 1,369 employers were identified and from them a subgroup of 275 employers was selected who were asked to participate in a survey to determine the attitudes of employers regarding hiring American Indian persons with disabilities. Of the 275 employers who were asked to participate, 142 agreed. Of the 142 employers who agreed to participate, 122 (9% of all reservation employers) agreed to provide additional details about their organizations and to participate in an Employer Account System (EAS). Emphasis here was placed on the largest employers participating in the EAS.

For this analysis, client case files of the Navajo Vocational Rehabilitation Program (NVRP * ) were also examined. Data from the case files were gathered to identify a labor supply pool of potential and job-ready workers. For the purposes of this project, data from closed cases were used to simulate this labor pool. Consequently, the analysis included the examination of case files of clients who were placed in jobs in targeted communities on the Navajo reservation between the years 1984 and 1988.

### Data Collection

All employers on the Navajo reservation in 1989 (N = 1369) were identified, and from that group specific information was gathered from the employers who agreed to participate in the EAS (n = 122). This included employer name, the manager or owner's name and job title, tribal agency (i.e., region), location, address and phone number, ownership (i.e., Navajo, Anglo, or mixed), the number and type of jobs in existence at their organizations (*DOT* categories), salary information, type of employment (full-time, part-time, or seasonal), and education or training required. Additionally, the Standard Industrial Classification (*SIC*, 1987) codes corresponding to each type of employer were recorded along with the tribal agency of the Navajo reservation where each employer was located. Other data gathered were job titles of existing jobs, corresponding *Dictionary of Occupational Titles* codes (*DOT*, 1977), corresponding Holland job codes, the number of employees normally employed by

* NVRP changed its official title in 1991 and is now called the Navajo Nation Office of Special Education and Rehabilitation Services.

each employer, and the hourly wage accompanying each job. Data regarding the hours per week for each job, job status (i.e. full-time, part-time, seasonal, on-the-job training, or apprenticeship) and education, certification, or experience requirements also were gathered.

The client placement information was derived from the case files of Navajo VR clients who had been placed in jobs on and off the reservation (N = 201) and closed in status 26, or had been closed Status 28 (N = 38), which is closure prior to completion of the IWRP. Collection of case-file data began in September 1989. NVRP had one central and five field offices, one in each of the five agencies of the Navajo reservation. These agencies and their principal chapters were Chinle Agency, Chinle, Arizona; Eastern Navajo Agency, Crown Point, New Mexico; Fort Defiance Agency, Window Rock, Arizona; Shiprock Agency, Shiprock, New Mexico; and Western Navajo Agency, Tuba City, Arizona. Case files from all NVRP field offices were located at the NVRP central office in Window Rock, Arizona. Case files dating from 1984 to 1988 with closure statuses of 26 (closed, rehabilitated) and 28 (closed, not rehabilitated) were examined. Information for the case file review came from the clients' individual written rehabilitation plans (IWRP). The information included names of employers, addresses, phone numbers, types of job placements, client closure codes (26 or 28), clients' vocational goals, disabling conditions, job codes provided by the *Dictionary of Occupational Titles* (*DOT*), and the *Standard Industrial Classification* (*SIC*) codes corresponding to the types of employees of the employers. The *DOT* codes used for the comparison of client and employer job matching were those corresponding to the IWRP goals of clients and those corresponding to the jobs reported by reservation employers. Additionally, the *DOT* codes of the IWRP goals of clients were compared with the *DOTs* corresponding to the actual jobs in which clients were placed.

Procedure

All employers on the Navajo reservation were classified according to the *Standard Industrial Classification Manual* (*SIC*, 1987). This classification included the subgroup of employers who agreed to participate in the EAS. However, the *SIC* classifications were determined separately for each group to allow for comparison. The EAS employers were then subclassified by *DOT* (*Dictionary of Occupational Titles*, 1977) occupational categories. This made a cross-reference between *SIC* industrial classifications and *DOT* occupational categories possible. This was done by collapsing the *DOT* codes to one-digit categories and comparing them with the *SIC*

divisions comprising the EAS employers. This cross-reference was then further divided by tribal agency. All the EAS employers identified by their industrial classifications were listed by employer name and *SIC* division. The *DOT* categories representing each position reported by each employer were determined to identify what types of positions existed at each particular business. The largest employers, those reporting at least 50 employees, and who agreed to participate in the EAS were likewise identified by *SIC* code and analyzed by *DOT* occupational categories of which their positions were comprised.

The industrial groupings as defined by the *SIC* manual (1987) are agriculture, forestry, and fishing; mining; construction; manufacturing; transportation, communications, electric, gas, and sanitary services; wholesale trade; tetail trade; finance, insurance, and real estate; services; and public administration. The occupational categories identified by the *DOT* (1977) are professional, technical, and managerial; clerical and sales; service; agriculture, fishing, and forestry; processing; machine trades; benchwork; sructural work; and miscellaneous work.

The two employer groups, being all reservation employers and the EAS subgroup, were compared to determine if the industries represented in the small group (EAS group) were representative of the reservation labor market as a whole (the large group). A chi square analysis was calculated on the industrial divisions classifying each of the employers, pooling employer types with low frequencies.

## RESULTS

### The Employer Survey

The classification of all employers on the reservation by *SIC* division revealed the largest number of employers were of the services industry, followed by retail trade, construction, transportation, public administration, mining, wholesale trade, finance, manufacturing, and agriculture, respectively (Schwartz, 1989). The most frequently represented industry among the EAS employers subsample was also the services industry, followed in descending order by retail trade, public administration, transportation, wholesale trade, finance, mining, construction, agriculture, and manufacturing, respectively.

The representativeness of the employers participating in the EAS of the entire population of employers on the Navajo reservation was calculated using a chi square computing the actual and statistically expected frequencies of employers in each *SIC* division. Only five of the ten *SIC* divisions revealed expected cell frequencies greater than five. Consequently, the chi square analysis was calculated on six divisions, five of them being divisions with expected cell frequencies greater than five and the sixth division encompassing the other five groups combined. The six divisions used in the analysis were construction, transportation, retail trade, services, public administration, and others (comprised of agriculture, mining, manufacturing, wholesale trade, and finance). The subset of reservation employers who participated in the employer account system was not representative of all Navajo reservation employers ($X^2$ (5, $\underline{N}$ = 1369) = 120, $p < .000001$.) An examination of the frequencies and percentages of employers categorized in each *SIC* division for the EAS employers and for all reservation employers further clarifies this disparity. These are presented in Table 1.

Table 1

*Frequency and Percent of Employers Participating in Employer Account System and Total of All Reservation Employers by SIC Industrial Division*

| *SIC* Division with Range of Division Codes | EAS | | Non-EAS | | Total of All Reservation Employers | |
|---|---|---|---|---|---|---|
| | n | (%) | n | (%) | n | (%) |
| Construction (1521-1799) | 1* | .8 | 183 | 14.7 | 184 | 13.4 |
| Transportation (4011-4791) | 13 | 10.7 | 88 | 7.1 | 101 | 7.4 |
| Retail Trade (5211-5999) | 33 | 27.0 | 219 | 17.6 | 252 | 18.4 |
| Services (7011-8999) | 42 | 34.4 | 614 | 49.2 | 656 | 47.9 |
| Public Administration (9111-9721) | 22 | 18.0 | 22 | 1.8 | 44 | 3.2 |
| All Others | | | | | | |
| Agriculture (0111-0971) | 0 | 0.0 | 6 | 0.5 | 6 | 0.4 |
| Mining (1011-1499) | 3 | 2.5 | 41 | 3.3 | 44 | 3.2 |
| Manufacturing (2011-3999) | 0 | 0.0 | 18 | 1.4 | 18 | 1.3 |
| Wholesale Trade (5012-5199) | 5 | 4.1 | 28 | 2.2 | 33 | 2.4 |
| Finance (6011-6799) | 3 | 2.5 | 28 | 2.2 | 31 | 2.3 |
| Subtotal, All Others | 11 | 9.1 | 121 | 9.6 | 132 | 9.6 |
| Column Totals | 122 | 100% | 1247 | 100% | 1369 | 100% |

* Expected Value = 15

The 122 employers who participated in the EAS reported 901 employment positions, which were classified into nine different occupational categories defined by the DOT. These are professional, technical, and managerial; clerical and sales; service; agriculture, fishing, and forestry; processing; machine trade; benchwork; structural work; and miscellaneous. The jobs were not necessarily vacant and available at the time of reporting but were jobs in existence on the reservation. The classification of the 901 jobs reported by the sample group of 122 employers in each of the *SIC* industrial divisions is presented in Table 2.

The divisions represented are construction, finance, wholesale trade, public administration, mining, retail trade, transportation, and services. No jobs reported were in the remaining *SIC* divisions of agriculture and manufacturing. Additionally, the *DOT* classification of the EAS jobs within each of these *SIC* divisions is represented by agency in Appendix A, Tables A-1 through A-5.

The greatest number of positions were reported to be in the *DOT* occupational categories of professional, technical, and managerial; clerical and sales; and service, more so than any of the other categories. The EAS employers with 50 or more employment positions were likewise delineated by *DOT* occupational category. These four employers listed with their *SIC* codes are presented in descending order in Table 3.

All other employers participating in the EAS reported less than 50 employment positions. These employers, along with their corresponding *SIC* codes are classified by *DOT* occupational categories and presented according to tribal agency. These results are presented in Appendix B, Tables B-1 through B-5. In a subsequent section, the purpose of these tabulations and how they might be used by VR program managers and counselors will be discussed.

Table 2

*Frequencies and Percentages of* DOT *Occupational Categories Within the* SIC *Divisions Representing EAS Businesses on the Navajo Reservation*

| *SIC* Code Category | *DOT* Occupational Category | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial | | Clerical & Sales | | Service | | Agric., Fish, Forestry | | Processing | | Machine trades | | Benchwork | | Structural work | | Misc. work | | Total jobs | |
| | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) |
| Construction | 0 | — | 1 | 33.3 | 0 | — | 0 | — | 0 | — | 0 | — | 0 | — | 2 | 66.7 | 0 | — | 3 | .3 |
| Finance | 5 | 35.7 | 4 | 28.6 | 5 | 35.7 | 0 | — | 0 | — | 0 | — | 0 | — | 0 | — | 0 | — | 14 | 1.6 |
| Wholesale trade | 8 | 50.0 | 6 | 37.5 | 1 | 6.3 | 0 | — | 0 | — | 1 | 6.3 | 0 | — | 0 | — | 0 | — | 16 | 1.8 |
| Public admin | 35 | 37.2 | 25 | 26.6 | 23 | 24.5 | 0 | — | 1 | 1.1 | 0 | — | 0 | — | 10 | 10.6 | 0 | — | 94 | 10.4 |
| Mining | 32 | 28.8 | 11 | 9.9 | 1 | .9 | 0 | — | 2 | 1.8 | 7 | 6.3 | 1 | .9 | 24 | 21.6 | 33 | 29.7 | 111 | 12.3 |
| Retail trade | 30 | 24.2 | 53 | 42.7 | 27 | 21.8 | 0 | — | 2 | 1.6 | 1 | .8 | 2 | 1.6 | 0 | — | 9 | 7.3 | 124 | 13.8 |
| Transportation | 56 | 41.5 | 30 | 22.2 | 5 | 3.7 | 0 | — | 1 | .7 | 7 | 5.2 | 3 | 2.2 | 5 | 3.7 | 28 | 20.7 | 135 | 15.0 |
| Services | 200 | 49.5 | 74 | 18.3 | 94 | 23.3 | 2 | .5 | 3 | .7 | 7 | 1.7 | 0 | — | 7 | 1.7 | 17 | 4.2 | 404 | 44.8 |
| Total | 366 | 40.6 | 204 | 22.6 | 156 | 17.3 | 2 | .2 | 9 | 1.0 | 23 | 2.6 | 6 | .7 | 48 | 5.3 | 87 | 9.7 | 901 | 100.0 |

19



20

Table 3

*Numbers and Types of Jobs Reported by EAS Employers with More than Fifty Employment Positions Identified by SIC Code, Business Name, Manager or Owner Name, Address, and Phone Number*

| Business name, *SIC* code, contact person, address, & phone number | *DOT* Occupational Category: Prof., Tech., & Mana-gerial (n) | Clerical & Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Pro-cessing (n) | Machine Trades (n) | Bench-work (n) | Struc-tural work (n) | Misc. work (n) | Total jobs (n) |
|---|---|---|---|---|---|---|---|---|---|---|
| P & M Coal<br>(1221)<br>Wally Bowman, Hum. Resrc. Supvr.<br>P.O. Box M, Tse Bonito, NM 87305<br>(505)-371-5511 | 30 | 10 | 1 | | | 7 | 1 | 21 | 31 | 101 |
| Four Corners Power Plant<br>(4911)<br>Beverly Deswood, Placement Supvr.<br>P.O. Box 355, Fruitland, NM 87416<br>(505)-598-8200 | 38 | 16 | 4 | | 1 | 7 | 3 | 5 | 23 | 97 |
| USPHS Indian Hospital<br>(8062)<br>Paulla Damon, Health Serv. Admin.<br>P.O. Box 649, Ft.Defiance, AZ 86504<br>(602)-729-3223 | 35 | 15 | 6 | | | 5 | | 4 | 2 | 67 |
| Rough Rock Community School<br>(8211)<br>Ronald White, Dir. Educ/Pers.<br>P.O. Box 217 Chinle, AZ 86503<br>(602)-728-3311 | 28 | 10 | 7 | 1 | | | | 1 | 3 | 50 |

## The Client Case File Review

A total of 239 case files dated from 1984 to 1988 were reviewed. Of the total number of clients in both status 26 and 28 (N=239), 201 were closed status 26. The data were prepared for analysis by separating them into three categories:

1. Total number of status 26 clients placed on the Navajo reservation (n=125),
2. Total number of status 26 clients placed off the Navajo reservation (n=76),
3. Total number of status 28 clients (n=38).

Status 26 Closures On Reservation

One hundred and twenty-five (62%) clients were placed in employment on the reservation. These results are presented in Table 4. More than two thirds of the placements (89, 71%) were in the services division, and most of those (69) were in job training and vocational rehabilitation.

A delineation of placements on the reservation by *Standard Industrial Classification Manual* (*SIC*) division codes and by tribal agencies is also presented. The results are shown in Table 5. The percentages indicate the percentage of clients placed in each particular industrial division within each agency. These results show that most (65) of the placements were in the Fort Defiance Agency in the Services Division.

Table 4

*Placement of Clients on the Navajo Reservation by Standard Industrial Classification Division*

| *SIC* Division | Division Total | Subdivision Total | % |
|---|---|---|---|
| Construction | 3 | | 2.4 |
| Carpentry Work | | 1 | |
| General Contracting | | 1 | |
| Special Trade Contracting | | 1 | |
| Manufacturing | 4 | | 3.2 |
| Commercial Printing | | 1 | |
| Electronics Components | | 1 | |
| Jewelry | | 1 | |
| Machine Tools | | 1 | |
| Mining | 1 | | 0.8 |
| Construction Sand and Gravel | | 1 | |
| Public Administration | 13 | | 10.4 |
| Administration Economic Prog. | | 1 | |
| Administration of Housing | | 3 | |
| General Government | | 1 | |
| Land, Mineral, Wildlife | | 1 | |
| Navajo Tribe | | 7 | |
| Retail Trade | 15 | | 12.0 |
| Auto and Home Supply | | 1 | |
| Direct Selling Establishments | | 11 | |
| Eating Places | | 2 | |
| Grocery Stores | | 1 | |
| Services | 89 | | 71.2 |
| Elementary and Secondary | | 9 | |
| General Auto Repair | | 1 | |
| Individual & Family Services | | 5 | |
| Job Training and Voc. Rehab. | | 61 | |
| Junior College and Vocational | | 1 | |
| Legal Services | | 1 | |
| Private Households | | 11 | |
| Totals | 125 | | 100% |

Table 5

*Placement of Clients on the Navajo Reservation by Agency and Standard Industrial Classification Division*

| *SIC* Division | No Agency Designation n (%) | Chinle n (%) | Eastern n (%) | Fort Defiance n (%) | Shiprock n (%) | Western n (%) | Row Total n (%) |
|---|---|---|---|---|---|---|---|
| Construction | 0 | 0 | 0 | 2 (2.7) | 0 | 1 (7.7) | 3 (2.4) |
| Manufacturing | 0 | 0 | 0 | 2 (2.7) | 1 (10.0) | 1 (7.7) | 4 (3.2) |
| Mining | 1 (11.1) | 0 | 0 | 0 | 0 | 0 | 1 (0.8) |
| Public Administration | 2 (22.2) | 0 | 1 (16.7) | 3 (4.1) | 2 (20.0) | 5 (38.5) | 13 (10.4) |
| Retail Trade | 3 (33.3) | 3 (21.4) | 3 (50.0) | 1 (1.4) | 3 (30.0) | 2 (15.4) | 15 (12.0) |
| Services | 3 (33.3) | 11 (78.6) | 2 (33.3) | 65 (89.0) | 4 (40.0) | 4 (30.8) | 89 (71.2) |
| Total n(%) | 9 (99.9) | 14 (100) | 6 (100) | 73 (99.9) | 10 (100) | 13 (100.1) | 125 (100) |

*Note.* Some totals do not add to 100% because of rounding of cell percentages.

Chinle agency. Within the Chinle agency, three (20%) clients were placed in jobs in retail trade, and 11 (78.6%) were placed in employment in the services industry. The majority of placements in the Chinle agency were with the Chinle Valley School, a sheltered workshop. Clients' job titles at the workshop were in the area of silkscreen processing. The vocational goals of clients not placed within the Chinle Valley school were met overall. One client did not attain employment defined by their IWRP goal and took a job as a babysitter. Disabling conditions of clients placed outside of the workshop included alcoholism, visual impairment, hearing impairment, learning disabled, and rheumatoid arthritis.

Eastern agency. Clients placed in the Eastern Navajo agency included one (16.7%) in a public administration position, three (50%) in retail trade, and two (33.3%) positions in the services division. Job titles included homemaker, carpenter, cook's aide, nutrition worker, sandpainter, silversmith, and file clerk. Most jobs that clients took were the same as the jobs they listed as IWRP goals. Disabling conditions of clients in the Eastern agency included alcoholism, arthritis, cerebral palsy, hemi-paralysis, paraplegia, and seizure disorder.

Fort Defiance agency. Within the Fort Defiance agency, two (2.7%) clients were placed in construction jobs, two (2.7%) in manufacturing positions, three (4.1%) in public administration positions, and one (1.4%) in retail trade. Sixty-five (89%), comprising the majority of placements within the Fort Defiance agency, were placed in services positions. Fifty-seven of the 65 were under the subheading of Job Training and Vocational Rehabilitation Services, which includes sheltered workshops, skill training centers, and job training. These facilities included under the heading of Job Training and Vocational Rehabilitation Services included the Horticulture Independent Living Project, Toyei Industries, and the Coyote Canyon Rehabilitation Center. Job titles included horticulture workers, sweeping-compound blenders, custodial workers, canteen workers, furniture finishers, production assembler, payroll accountant, teacher aid, bus driver, alcoholism counselor, handrug braider, painter, homecare attendant, homemaker, community worker, gift shop manager, concession worker, and kitchen workers. Of the clients in the Fort Defiance agency who were not placed at any of the three sheltered sites, most attained employment concurrent with jobs desired in their IWRP goals. Disabling conditions of clients not placed at the sheltered sites included alcoholism, visual impairment, chronic lung disease, congenital cataracts, hearing impairment, learning disabled, mild mental retardation, paraplegia, and seizure disorder.

Shiprock agency. Within the Shiprock agency, one (10%) client was placed in a manufacturing position, two (20%) attained public administration positions, three (30%) were placed in retail trades jobs, and four (40%) entered employment in the services industry. Job areas included self-employment in ceramics, sandpainting, or silverwork. Other job titles included carpenter, clerk, teacher's aid, and custodial worker. Some were homemakers or unpaid family members. Clients job titles matched closely with their IWRP goals. Disabling conditions of clients in the Shiprock agency included amputation of arm, back problems, visual impairment, diabetes mellitus, Down syndrome, and manic depression.

Western agency. In the Western Navajo agency, one (7.7%) client was placed in a construction job, one in a manufacturing position, five clients (38.5%) took positions in public administration, two (15.4%) attained employment in retail trade positions, and four (30.8%) clients were placed in services positions. Job areas included janitorial services, clerical, carpentry, machine work, counseling, technical work, residence counseling, and concessions. Nine other clients were placed in positions

with which no agency designation was reported. These included one (11.1%) client placed in a mining position, two (22.2%) in public administration jobs, three (33.3%) clients in retail trade positions, and three (33.3%) in services positions. Job areas included carpentry, clerical, computer programming, homemaking, and night security. Most Western agency clients' job titles matched with their IWRP vocational goals. Disabling conditions included alcoholism, visual impairment, hearing impairment, learning disabled, schizophrenia, and seizure disorders.

Status 26 Closures Off Reservation

Seventy-six (38%) clients were placed in employment off the reservation. Of the 76 clients, 57 were placed in counties of the state of Arizona. These included 29 clients placed in Coconino County, 23 placed in Maricopa County, two each in Pima and Navajo Counties, and one in Apache County. The remaining clients who were placed in off-reservation positions were placed in adjoining states. Three clients were placed in Colorado, one each in the counties of La Plata, El Paso, and Montezuma. Eleven clients were placed in positions in New Mexico. Four of the eleven clients were placed in San Juan County, three in McKinley County, two in Bernalillo County, and one each in Sandoval and Santa Fe Counties. Four clients were placed in Utah, with two in San Juan County, and one each in Weber and Sevier counties. Lastly, one client was placed in Lincoln County in the state of Wyoming. Clients' positions were distributed into nine *SIC* divisions. These results are presented in Table 6. Most (63%) of the off-reservation placements were in the Services Division.

Table 6

*Placement of Clients Off the Navajo Reservation by Standard Industrial Classification Division*

| *SIC* Division | n | % |
|---|---|---|
| Agriculture, forestry, and fishing | 1 | 1.3 |
| Construction | 6 | 7.9 |
| Finance, insurance, and real estate | 2 | 2.6 |
| Manufacturing | 2 | 2.6 |
| Public administration | 2 | 2.6 |
| Retail trade | 11 | 14.5 |
| Services | 48 | 63.2 |
| Transportation, communications, electric, gas, and sanitary services | 1 | 1.3 |
| Transportation and public utilities | 1 | 1.3 |
| Unidentified | 2 | 2.6 |
| Total | 76 | 99.9% |

*Note.* Some totals do not add to 100% because of rounding of cell percentages.

Status 28 Closures

Thirty-eight client cases from among the total 239 client case files were closed in status 28. The reasons given for not placing a majority of the cases (21, 55%) were lack of interest on the part of the clients, or other reasons such as lack of cooperation or failure to appear for appointments. Eleven (29%) of the total 38 clients did not finish their training. Ten (13%) clients were ready for placement but discontinued participation in their vocational plans. For these ten clients, the most common reason given for failure to close status 26 was lack of interest on the clients' part or failure to appear for scheduled appointments with their counselors. The vocational goals on the IWRPs (individual written rehabilitation plans) of the thirty-eight clients closed in status 28 varied (Table 7). Thirty-four (89.5%) clients in status 28 had occupational goals prior to their cases being closed. Four clients' cases were closed in extended evaluation or without a recorded IWRP goal.

Table 7

*IWRP Goals of Status 28 Closures*

| Occupation category in each category | Number of clients in each category (n) | Percentage of clients (%) |
|---|---|---|
| *Occupational Goals:* | | |
| Architecture | 2 | 5.3 |
| Automotive Parts | 2 | 5.3 |
| Clerical and Computer | 5 | 13.2 |
| Commercial Art | 2 | 5.3 |
| Counselor | 1 | 2.6 |
| Dental Lab Technician | 1 | 2.6 |
| Electrical | 4 | 10.6 |
| Food Service | 4 | 10.6 |
| Furniture Upholstery | 1 | 2.6 |
| Groundskeeping | 1 | 2.6 |
| Homemaking | 1 | 2.6 |
| Janitorial | 1 | 2.6 |
| Manufacturing | 1 | 2.6 |
| Medical Technician | 1 | 2.6 |
| Meter Reading | 1 | 2.6 |
| Radio | 1 | 2.6 |
| Rehabilitation Instruction | 1 | 2.6 |
| Sheltered Employment | 4 | 10.6 |
| *Other:* | | |
| Extended Evaluation | 2 | 5.3 |
| IWRP Goal Unknown | 2 | 5.3 |
| Total | 38 | 100.1% |

*Note.* Some totals do not add to 100% because of rounding of cell percentages.

## Comparison of Job Positions and IWRP Goals

From the 901 jobs reported by employers who agreed to participate in an EAS, 326 separate job titles were identified and were compared with codes of the jobs desired by VR clients. Of the 326 job titles, 54 job categories emerged that corresponded with job goals of NVRP clients in 1989.

Of the 239 client case files reviewed for the analysis, nine did not have accompanying IWRP goals and thus were without corresponding *DOT* codes. Therefore, 230 client case files were compared with the employer information. Of these, 201 clients were closed in status 26 (rehabilitated).

From these 201 clients, 84 different job categories were identified, thus revealing that many clients desired the same job types. Forty-three of the client *DOT* codes matched with jobs employers reported in existence on the reservation or with jobs that were in the same *DOT* three digit category (i.e. 045.107-042 vs. 045.107-038). These types of matches were valid due to the nature of *DOT* codes. That is, *DOT* codes consist of nine digit numbers with the first three digits representing categories of employment, which break into 82 occupationally specific divisions. The divisions then are subdivided into smaller, more homogeneous groups. The next three digits represent to what extent workers function in their jobs in terms of data, people, and things. The last three digits represent the alphabetical ordering of the jobs identified by the first six digits (*DOT*, 1977). Thus, comparing *DOT* codes that match with only the first three digits or the first six digits maintains comparisons within relatively homogeneous job categories.

A comparison of the *DOT* codes corresponding with the job titles of employers with the *DOT* codes corresponding with the job titles of clients' vocational goals revealed a 54% match. This indicates that for all of the identified vocational goals of the IWRPs of NVRP clients, over half of them were in the same *DOT* categories as the jobs listed by employers, if not perfectly matched job titles by all nine digits (see Appendix C). Additionally, clients' job titles identified in their IWRPs are presented alphabetically along with their corresponding *DOT* codes in Appendix D.

From the employers' perspective, however, given that 326 separate job categories were identified and only 54 clients' job categories matched with these, only 17% of the jobs in existence on the reservation matched with the available job skills of NVRP clients. Thus only about one-sixth of the labor demand of reservation employers could have been met by VR clients, given that their vocational goals were realistic and the clients were able to meet the demands of the jobs in which they

desired placement. Given that almost five-sixths of the jobs reported by employers did not match with clients' IWRP goals, it is apparent that many jobs existed on the reservation in which VR clients were either not interested or for which they were not trained or qualified.

Furthermore, only 122 reservation employers agreed to participate in the EAS. Thus it is likely that other jobs were in existence on the reservation that would have met the IWRP goals of NVRP clients but were jobs with employers who did not participate in the EAS. That is, the 54% match found between jobs in existence and clients' vocational goals is the *minimum* match between the two. More likely, the match was greater; but without the participation of all reservation employers in the EAS, this cannot be definitely concluded. The participation of employers in an EAS likely leads to more successful placements of VR clients with reservation employers due to the employers' having identified themselves as interested in actively cooperating with vocational rehabilitation personnel. Employers not participating in an EAS may offer successful placements for VR clients as well; however, the willingness to do so may not be apparent to VR personnel if the employers are not part of the EAS.

Although a minimum 54% match was found between clients' vocational goals and jobs in existence on the Navajo reservation, this also reveals that at least 46% of the vocational goals of clients did not match with existing jobs. Viewed from the employers' perspective, 17% of the jobs they reported matched clients' VR goals while 83% did not. This 83% represents 284 job categories of which no VR clients identified as vocational goals. If opportunities exist for VR clients to be trained or educated for the jobs of the reservation labor market, it is likely that a much greater percentage of the vocational goals of clients could be met without their leaving the reservation. This finding suggests that clients may need to be prepared for jobs that will meet the labor supply demands of their reservations and communities. Thus VR personnel might encourage their clients to consider areas of work in which they might be trained or educated in order to gain employment without leaving their communities and families. The jobs on the Navajo reservation of which no VR clients identified as vocational goals are found in Appendix E.

Among the status 28 clients, IWRP vocational goals were identified but not completed due to the goal of placement not occurring, for various reasons. Given the definition of status 26 (closed, rehabilitated), all status 26 clients were placed in vocational positions. However, not all of the jobs in which clients were placed were the same jobs that they identified as their vocational goals in the IWRPs.

Additionally, the IWRP goals of three status 26 clients were unknown to us, and the *DOT* codes corresponding to the jobs in which eight other status 26 clients were placed were not known to us. Thus a comparison of the match between the jobs clients wanted and the jobs they eventually took, revealed that of the 190 clients with both IWRP goals and accompanying reported job placement *DOTs*, 103 (54.2%) matched exactly (See Appendix F).

Two (1%) other clients took jobs in the same *DOT* categories, although their job DOT codes did not match exactly with their IWRP *DOT* codes. Of the remaining 85 (44.8%) clients, 21 took jobs with titles that were intuitively similar to the jobs identified as their IWRP goals. These jobs were not in the same *DOT* job categories as those corresponding to their IWRP goals but were similar in title. Thus it is likely that these jobs were similar to those they desired, although in different vocational categories. For example, a client's IWRP goal of ranger manager, 040.061-046 in the job category of agricultural sciences was met by placement as a forester aide, 452.364-010 from the job category of forest conservation.

## DISCUSSION

Tribal VR counselors, given the knowledge of the labor market, can identify areas of training that they might suggest to their clients, so that the clients can remain on the reservation to work. This type of intervention can help clients get jobs, help employers fill vacancies with qualified people, and increase the number of client placements on the reservation as opposed to placements away from the reservation and clients' homes and families.

### The Employer Survey

In the results section, data was presented on employers who have expressed willingness to participate in an employer account system, i.e., a program to help match client employment goals with employment opportunities. Data was also presented on the employee positions with these employers, tabulated by occupation. While these are not job *openings*, they do represent jobs on the reservation that may become vacant and could then be filled by VR clients. The purpose of these tabulations was to present information on potential job opportunities on the Navajo reservation, to assist VR counselors when discussing IWRP goals and training opportunities with their clients.

In the sample of 901 jobs available for analysis, 41% were in professional, technical and managerial positions; 23% were in clerical and sales; and 17% were in services. However, these jobs are probably not a representative sample, because some industries, such as construction, are underrepresented in the sample, and others, like public administration, are overrepresented.

Two other sources of related information add to this impression: Employment by occupations from the 1990 census for the Navajo Nation, and *DOT* classifications for RSA 26 closures for American Indians across the country in 1980, 1981, and 1982 (Martin and Frank, 1987, pp. 132-134). The census information was organized by standard occupational classification (SOC) rather than by *DOT*, so it is not exactly comparable. One difference was that technicians and related support occupations were classified with sales and administrative (clerical) support rather than with managerial and professional specialties. However, these technicians number 720 on the Navajo Nation. Adding these to the managerial and professional specialties to approximate the *DOT* category results in 25% of employees in the Navajo Nation, according to the 1990 census. Since 41% of the employees in the study sample of 901

jobs fall into this classification, this category was overrepresented by about 16%. The categories clerical and sales, and services, were close to expectations.

However, the remaining categories of jobs (processing, machine trades, benchwork, structural work, miscellaneous work) were *under*represented by 14% or more. What this means is that *the present Navajo labor force has many more jobs in these occupations than are apparent in this analysis of employers.*

Large Employers

Another report in this series (Schwartz, Lonetree & Kee, 1993) presented evidence that many employers on the Navajo reservation do not know about the advantages of hiring qualified VR clients and have no experience with employees who have a disability. By working with a large employer, a VR agency can optimize an employer's readiness to hire VR clients.

As previously noted, Galloway (1982) and Corthell & Boone (1982) recommend developing special working relationships ("employer accounts") with employers who have at least 100 employees. In the results section, we have summarized data on employers on the Navajo reservation who expressed a willingness to participate in such an employer account system (EAS), and only one of these, Pittsburg & Midway Coal Co., reported more than 100 employees (Table 3). However, Shook, Schacht & Velasquez (1993, Table 1 and Appendix F) have shown that there are 47 employers in the Navajo Nation who have more than 150 employees, and 63 who have more than 100 employees.

This comparison reveals a substantial disparity between the data collected for this report in 1989, and data on the total number of employees reported elsewhere at about the same time, within a few years (Table 8). From this comparison, it seems quite possible that:

1) The employers listed in Table 3 actually have many more employees than indicated in that table.
2) Other employers, listed in Appendix B, may have had many more employees than those reported to us during the 1989 survey, and may have enough employees to merit consideration for an EAS.

In particular, the BIA Boarding School in Many Farms, Window Rock U.S.D. #8 Elementary School, and Basha's Market in Chinle might be added to the employers listed in Table 3 as meriting consideration for job development.

Table 8

*Number of Employees Reported by Selected Navajo Employers*

| Employer | Agency | Location | *SIC* Code | Number of Employees: EAS Survey (1989) | Number of Employees: Other Sources | Year |
|---|---|---|---|---|---|---|
| P & M Coal | FD | Tse Bonito | 1221 | 101 | 469 | 1991 |
| Four Corners Power Plant | SR | Fruitland | 4911 | 97 | 744 | 1991 |
| USPHS Indian Hospital | FD | Ft. Defiance | 8062 | 67 | 260 | 1986 |
| Rough Rock Community School | CH | Chinle | 8211 | 50 | 133 | 1988 |
| RJG & Gouldings | WN | Monument Valley | 7033 | 27 | 15 | 1991 |
| BIA Boarding School | CH | Many Farms | 8211 | 20 | 143 | 1986 |
| Shiprock Dormitory | SR | Shiprock | 8211 | 19 | 40 | 1991 |
| Pueblo Pintado Community School | EN | | 8211 | 18 | | |
| Navajo Nation Inn | FD | Window Rock | 7011 | 18 | 17 | 1991 |
| Black Mesa Community School | CH | Chinle | 8211 | 18 | 35 | 1991 |
| Window Rock District Elementary School | FD | Window Rock | 8211 | 16 | 497* | 1989 |
| KTNN Radio Station | FD | Window Rock | 4832 | 14 | 10 | 1991 |
| Basha's Market | CH | Chinle | 5411 | 13 | 92 | 1991 |
| Shiprock Community Health Center | SR | Shiprock | 8011 | 11 | | |
| Navajo Wool & Mohair | SR | Shiprock | 5399 | 11 | 20 | 1991 |
| Cottonwood Day School | CH | Chinle | 8211 | 10 | | |

Sources:
EAS Survey (1989): This report, Table 3 & Appendix B
Other: Shook, Schacht, & Velasquez, 1993
*This total is probably for the Window Rock Unified School District #8 as a whole.

The Case File Review

The examination of case files revealed that of all the placements on the reservation, the majority (89, 71%) were placed in occupations within the *SIC* division of services, followed by retail trade (15, 12%) and public administration (13, 10%). This compares with results from a national survey of Section 130 Tribal VR Projects, indicating that the *SIC* divisions providing the most employment on the reservations were public administration, and services. Placements on the Navajo reservation differ primarily in that jobs in retail trade outnumbered those in public administration (cf. Table 4 and Lonetree, 1990, 14).

Although the majority of all clients took jobs in Services, this was not the case in some agencies. In the Eastern agency, Retail trade placements constituted half of the placements, with the other half being from the services and public administration categories combined. In the Shiprock agency, the largest number of placements in any one category was in the Services classification; however, this did not constitute a majority in this agency. In the Western agency, the largest number of placements was in the area of public administration; however, this number, too, did not constitute a majority in this agency.

The findings of this case file review revealed a high rate of placement of individuals in job training at sheltered employment sites: Horticulture Independent Living Project (HILP, which is no longer in existence), Toyei Industries, Chinle Valley School, and Coyote Canyon Rehabilitation Center (CCRC). Furthermore, the job training was limited in that clients were trained in four ba*SIC* areas: horticultural work, janitorial work, furniture finishing, and kitchen work. Also, it is important to note that job training in sheltered employment settings such as these is limited in comparison to job training in other settings such as transitional or supported employment. Job training in separate service delivery settings such as sheltered employment sites may be less generalizable to settings outside of the sheltered environment (Rehab Brief, 1987). This is contrasted with transitional or supported employment, which more commonly includes job training at sites that may offer permanent placement for its trainees or at which skills are taught that may generalize more easily to other work settings (Arden, 1988; Bond, 1987). However, sheltered employment facilities on the reservation offer training no other known facilities on the reservation can offer, whether limited to horticultural, janitorial,and kitchen work or other skills. These facilities also teach clients social skills and beneficial work habits. Although narrow in scope, the skills gained are applicable to jobs in their communities.

Site visits to the sheltered employment locations by J. Schwartz and G. Lonetree revealed a disproportionate number of client placements when compared to actual available space for placements. For example, HILP had a placement of twenty-two clients between 1984 and 1988. Upon the site visit to HILP, it was found that there was room for only eight clients at any given time. Information was not available regarding the length of time involved training clients who remained at HILP for training or if they were placed elsewhere. The same situation occurred at the Toyei and Coyote Canyon sheltered work sites.

National and Reservation Comparisons. The results of these data were compared with information from the Rehabilitation Services Administration, U.S. Department of Education, Office of Special Education and Rehabilitative Services ( L. Mars, personal communication, May 4, 1993). All placements in this study, both on and off the reservation, were compared with data regarding the placements of American Indian and Alaskan Native vocational rehabilitation clients across the United States in 1991. The results of this study compared with national figures are presented in Table 9. The greatest difference was in sheltered employment. The national data illustrates a trend away from sheltered employment in favor of other options, which is also reflected in current caseloads at NVRP (Navajo Nation OSERS) (T. Roanhorse, personal communication, April 1993). There was also a large difference in rates of competitive employment. This may be due to a lack of opportunities for competitive employment in the Navajo reservation when compared with other areas.

Table 9

*Comparison of Placement of American Indian Clients On and Off the Navajo Reservation with American Indian and Alaska Native VR Clients in the United States*

| Type of Placement | 1989 NVRP | | 1991 United States * | |
|---|---|---|---|---|
| | n | (%) | n | (%) |
| Competitive employment | 111 | (55.3) | 1076 | (82.1) |
| Homemakers | 11 | (5.5) | 125 | (9.5) |
| Self-employed | 10 | (5.0) | 30 | (2.3) |
| Sheltered employment | 67 | (33.3) | 68 | (5.2) |
| State Agency BEP | 0 | (0.0) | 1 | (0.1) |
| Unpaid family workers | 2 | (1.0) | 11 | (0.8) |
| Total | 201 | (100.1%) | 1311 | (100%) |

*Note*. Some totals do not add to 100% because of rounding of cell percentages.

* See text for source.

Comparison of Employment Positions and Client Skills

The comparison between the Navajo reservation labor market and the vocational goals of NVRP clients revealed that approximately one-half of all the jobs clients desired were in existence on the reservation with employers who were willing to collaborate in an EAS. Likewise, the comparison of the vocational goals of NVRP clients and the jobs in which they were ultimately placed indicated that approximately one-half of the VR clients were placed in jobs they identified as vocational goals. These findings may suggest that desired job placement may be successful at about the same rate as the skills of VR clients is congruent with the labor market, even though this cannot be conclusively determined. It may be subsequently suggested that the greater the match between the reservation labor market and the skills of VR clients, the more likely it is that successful placement will occur. This argues, therefore, for the knowledge of labor markets by counselors serving VR clients. If VR program managers and counselors are aware of the labor markets on their reservations, clients whose job skills may not match the labor needs of the market might be encouraged to train or gain education in areas in which employment exists on their reservation or in the surrounding area. This attempt to match the labor markets of reservations with the available job skills of tribal VR clients can assist VR clients to attain employment without leaving the reservation,

their homes, and their families. As Schacht and Minkler (1991) reported, relocation of American Indian persons for the attainment of employment is often undesirable to tribal VR clients and creates hardships on them and their families.

Simulating an EAS

The employer account system is a viable method for identifying sources of employment on reservations, compiling data regarding the vocational skills of VR clients, and integrating the two to employ VR clients and to determine areas of education and training that might benefit VR clients. Additionally, it offers a more efficient and time-saving method for tribal VR counselors to place clients, thus meeting their vocational goals and objectives. Likewise, the data collected for an EAS will reveal areas of training and education for which VR clients might be prepared. This knowledge could lead to VR working cooperatively with community and reservation leaders to provide resources from which VR clients can obtain the necessary training and education. Additionally, off-reservation institutions such as community colleges, vocational training centers, and universities near the reservation could be identified as resources for preparing VR clients to fill jobs in their communities.

An EAS would be constructed from labor resources and skills resources, as outlined above. These groups of data could be entered into separate data bases, using, for example, the program "Microsoft Works" (Microsoft Corporation, 1991-92). This data base could be used to list and organize data about the labor market. This would likely include business names, addresses, phone numbers, industrial classification, number of employment positions, type of employment positions, and the corresponding *DOT* codes for the positions. Likewise, the names of the managers or owners of the employers could be gathered and any other pertinent information that would clarify the business/VR relationship built with each employer. For example, VR personnel might benefit from knowing what employers were particularly cooperative and interested in working with VR, or those who were marginally involved in the EAS.

The client-skills data base would consist of the clients' names, case numbers, addresses, phone numbers, ages, vocational goals, corresponding *DOT* codes, and disabling conditions. Additionally, it might be helpful if the client data base included information about the willingness or appropriateness of clients seeking additional training or education.

VR personnel would then be able to link employers with clients by use of the DOT codes. In the data base program mentioned here, this is done by using the "find" command. Thus counselors might determine the *DOT* codes corresponding to the goals of their clients by simply locating their clients in the data base alphabetically, then having the computer "find" the same *DOT* code in the employer data base. Once the codes have been found, the computer will continue the search for all employers reporting jobs with the desired *DOT* codes.

With the EAS data on data bases, this information can be readily updated. For example, if an employer were to go out of business, this business could be eliminated from the employer data base. Likewise, once clients are placed in employment, this can be noted in the data base to avoid duplication of efforts on the part of various VR personnel. Additionally, successful placement of clients with employers can be noted in the employer data base as well. Data bases virtually allow VR personnel to include or exclude any information determined to be pertinent and helpful in the placement of clients. The flexibility of the application of data bases may be the most useful to VR personnel.

Example

To illustrate this process, suppose that a counselor had a client interested in janitorial work (*DOT* Code 382.664-010). Consulting the employer data base (Appendix C, indexed by *DOT* Code), the counselor could pull up a list of all the employers who hire janitors (Appendix C, pp. 69-72). Then employers near the client's home could be called to ask about vacancies.

Another tool for VR managers is to look through the EAS for common jobs underutilized as IWRP goals (Appendix E). For example, Appendix E identifies 14 positions for cashier I (*DOT* 211.362-010) and 14 positions for bus drivers (*DOT* Code 913.463-010) on the Navajo reservation in 1989, and apparently no VR clients had these as IWRP goals. Managers might set up the screening programs to identify clients willing and able or trainable for this kind of work, and alert counselors to this possibility.

As the employers are identified, they can be recorded by the counselors to be contacted regarding placing their clients with them. Although it is not reasonable to conclude that this process will guarantee placement for VR clients, its merits of efficiency should, at minimum, reduce the time involved in the job placement process considerably.

It should be noted that almost any data base program, be it Macintosh (Apple Computer, Inc., 1986) compatible or IBM PC compatible (i.e., personal computers of other brands), will perform similarly as described above and can be used as is suggested here. Many tribal VR programs are most likely using computers already but may not be using them to their fullest potential. If a data base EAS program were implemented, software compatible with existing computer hardware could be used. That is, if computer systems are already in place in tribal VR agencies, purchasing new computer systems to accommodate an EAS would probably not be necessary. Thus an EAS might be implemented in an agency without prohibitive expenditures.

## Conclusions

The main purpose of this study was to provide baseline data to help determine the effectiveness of job development models implemented as a result of a local labor market analysis. Placement is a dynamic process, influenced by changes in federal legislation and the Rehabilitation Services Administration, as well as by changes in the local economic situation and tribal politics.

One challenge is made clear by the comparison of placement data from this study with national statistics (Table 9). This challenge is to increase the placement of clients into competitive employment from the 55% found by this study toward the 82% in the national statistics. Of course, the difference is to some degree dependent on factors beyond the control of Navajo Nation OSERS, such as higher unemployment levels on the reservation. Nevertheless, it is the goal of the local labor-market analysis, of which this study is a part, to enhance placements in competitive employment.

There may be special and unavoidable reasons for the gap between the rates of placement in competitive employment in the Navajo Nation and the United States as a whole. For example, competitive employment may not be a realistic goal in reservations that are commercially undeveloped. In those reservations, or parts of reservations, IWRP goals in self-employment, homemaking, or unpaid family worker may be more practical and realistic.

Furthermore, the lack of IWRP goals involving State Agency Business Enterprise Program needs to be addressed. We recommend that Navajo Nation OSERS develop collaborative relationships with IHS and/or BIA to establish more BEPs like the one at Tuba City Medical Center.

Recommendations

1. VR program personnel, including managers, counselors, and clerical staff, working with the Navajo Nation Technical Support Department in the Division of Economic Development (DED/TS), could jointly gather information about the reservation labor market, gathering information about the number, type, and size of reservation employers and compiling these to form a computer data base. DED/TS is already collecting much of this information.
2. The job skills of VR clients could be identified and organized to form a computer data base for referencing with the jobs identified in the labor market.
3. The jobs available on the reservation and the skills of VR clients could be compared to determine areas in which these are congruent and areas in which clients could be trained or educated in order to meet the needs of the labor market.
4. Both the labor-market data and the client-skills data could be updated on an ongoing basis in cooperation with Navajo Nation DED/TS to provide current information from which to develop jobs and possibly develop job opportunities on the reservation.
5. The large employers listed in Table 3 and 4 agreed to participate in an employer account system. It is therefore recommended that the Navajo Nation vocational rehabilitation program (now a part of NNOSERS) begin developing a working relationship with these employers according to the procedures suggested by Corthell & Boone (1982) and Galloway (1982), so that as job openings develop with these employers, qualified VR clients will have an opportunity to apply for these positions. This could open communication with employers and develop understanding about the benefits of hiring persons with disabilities while developing labor relations.
6. Many of the large employers are local offices of multi-local agencies such as the Navajo Nation government, the BIA, and the states of New Mexico and Arizona. With these multilocal agencies, if a policy of regional collaboration on an EAS could be negotiated with the regional management, one agreement could be translated into multiple employer accounts.
7. Major employers with a large workforce involved with processing, machine trades, structural work, etc., should be recruited to participate in an EAS.

One example of such an employer is Peabody Coal Co. (For others, see Shook, Schacht & Velasquez, 1993.)

8. Finally, we recommend that NNOSERS develop an EAS with IHS, which has already expressed an eagerness to improve employment situations and placements for American Indians with disabilities (Marshall, Miller, Cerveny, Monongye, & Longie, in progress). IHS has major facilities, and is a major employer, in each agency, and is planning new hospitals and health centers that will add 992 new full-time jobs (Economic Development Committee of the Navajo Nation Council, 1991, p. 28).

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# APPENDIX A

## Frequencies and Percentages of *DOT* Occupational Categories Within the *SIC* Divisions Representing EAS Employers on the Navajo Reservation

Table A-1

*Chinle Agency: Frequencies and Percentages of* DOT *Occupational Categories Within the SIC Divisions Representing EAS Employers on the Navajo Reservation*

| *SIC* Code Category | Prof., Tech., and Managerial | | Clerical & Sales | | Service | | Agric., Fish, Forestry | | Proces-sing | | Machine trades | | Bench-work | | Structural work | | Misc. work | | Total Jobs | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) |
| Construction | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Finance | 0 | | 1 | 100 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 1 | .7 |
| Wholesale trade | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Public admin. | 2 | 20 | 4 | 40 | 2 | 20 | 0 | | 1 | 10 | 0 | | 0 | | 1 | 10 | 0 | | 10 | 7.1 |
| Mining | 1 | 25 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 2 | 50 | 1 | 25 | 4 | 2.8 |
| Retail trade | 5 | 20 | 14 | 56 | 4 | 16 | 0 | | 0 | | 0 | | 0 | | 0 | | 2 | 8 | 25 | 17.7 |
| Transportation | 1 | 100 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 1 | .7 |
| Services | 60 | 60 | 14 | 14 | 17 | 17 | 1 | 1 | 0 | | 0 | | 0 | | 1 | 1 | 7 | 7 | 100 | 70.9 |
| All Categories | 69 | 48.9 | 33 | 23.4 | 23 | 16.3 | 1 | .7 | 1 | .7 | 0 | | 0 | | 4 | 2.8 | 10 | 7.1 | 141 | 100 |

Table A-2

*Eastern Agency: Frequencies and Percentages of* DOT *Occupational Categories Within the* SIC *Divisions Representing EAS Employers on the Navajo Reservation*

| *SIC* Code Category | *DOT* Occupational Category | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial | | Clerical & Sales | | Service | | Agric., Fish, Forestry | | Proces-sing | | Machine trades | | Bench-work | | Structural work | | Misc. work | | Total Jobs | |
| | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) |
| Construction | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Finance | 2 | 25. | 3 | 37.5 | 3 | 37.5 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 8 | 4.5 |
| Wholesale trade | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Public Admin. | 10 | 43.5 | 5 | 21.7 | 5 | 21.7 | 0 | | 0 | | 0 | | 0 | | 3 | 13. | 0 | | 23 | 13. |
| Mining | 30 | 29.7 | 10 | 9.9 | 1 | 1. | 0 | | 0 | | 7 | 6.9 | 1 | 1.0 | 21 | 20.8 | 31 | 30.7 | 101 | 57.1 |
| Retail trade | 3 | 50. | 2 | 33.3 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 1 | 16.7 | 6 | 3.4 |
| Transportation | 2 | 66.7 | 1 | 33.3 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 3 | 1.7 |
| Services | 24 | 66.7 | 4 | 11.1 | 6 | 16.7 | 0 | | 0 | | 0 | | 0 | | 0 | | 2 | 5.6 | 36 | 20.3 |
| All Categories | 71 | 40.1 | 25 | 14.1 | 15 | 8.5 | 0 | | 0 | | 7 | 4.0 | 1 | .6 | 24 | 13.6 | 34 | 19.2 | 177 | 100 |

Table A-3

*Ft. Defiance Agency: Frequencies and Percentages of* DOT *Occupational Categories Within the* SIC *Divisions Representing EAS Employers on the Navajo Reservation*

| *SIC* Code Category | *DOT* Occupational Category | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial | | Clerical and Sales | | Service | | Agric., Fish, Forestry | | Proces-sing | | Machine trades | | Bench-work | | Structural work | | Misc. work | | Total Jobs | |
| | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) |
| Construction | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Finance | 3 | 60. | 0 | | 2 | 40 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 5 | 2.2 |
| Wholesale trade | 2 | 28.6 | 3 | 42.9 | 1 | 14.3 | 0 | | 0 | | 1 | 14.3 | 0 | | 0 | | 0 | | 7 | 3.1 |
| Public admin. | 13 | 48.1 | 5 | 18.5 | 7 | 25.9 | 0 | | 0 | | 0 | | 0 | | 2 | 7.4 | 0 | | 27 | 11.8 |
| Mining | 1 | 16.7 | 1 | 16.7 | 0 | | 0 | | 2 | 33.3 | 0 | | 0 | | 1 | 16.7 | 1 | 16.7 | 6 | 2.6 |
| Retail trade | 7 | 33.3 | 13 | 61.9 | 1 | 4.8 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 21 | 9.2 |
| Transportation | 13 | 48.1 | 10 | 37. | 1 | 3.7 | 0 | | 0 | | 0 | | 0 | | 0 | | 3 | 11.1 | 27 | 11.8 |
| Services | 63 | 46.3 | 27 | 19.9 | 30 | 22.1 | 0 | | 2 | 1.5 | 5 | 3.7 | 0 | | 4 | 2.9 | 5 | 3.7 | 136 | 59.4 |
| All Categories | 102 | 44.5 | 59 | 25.8 | 42 | 18.3 | 0 | | 4 | 1.7 | 6 | 2.6 | 0 | | 7 | 3.1 | 9 | 3.9 | 229 | 100 |

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Table A-4

*Shiprock Agency: Frequencies and Percentages of* DOT *Occupational Categories Within the* SIC *Divisions Representing EAS Employers on the Navajo Reservation*

| *SIC* Code Category | DOT Occupational Category | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial | | Clerical and Sales | | Service | | Agric., Fish, Forestry | | Proces-sing | | Machine trades | | Bench-work | | Structural work | | Misc. work | | Total Jobs | |
| | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) |
| Construction | 0 | | 1 | 33.3 | 0 | | 0 | | 0 | | 0 | | 0 | | 2 | 66.7 | 0 | | 3 | 1.5 |
| Finance | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Wholesale trade | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Public admin. | 3 | 33.3 | 2 | 22.2 | 3 | 33.3 | 0 | | 0 | | 0 | | 0 | | 1 | 11.1 | 0 | | 9 | 4.4 |
| Mining | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Retail trade | 7 | 21.9 | 15 | 46.9 | 5 | 15.6 | 0 | | 2 | 6.3 | 0 | | 0 | | 0 | | 3 | 9.4 | 32 | 15.6 |
| Transportation | 39 | 39. | 18 | 18. | 4 | 4. | 0 | | 1 | 1. | 7 | 7. | 3 | 3. | 5 | 5. | 23 | 23. | 100 | 48.8 |
| Services | 30 | 49.2 | 15 | 24.6 | 12 | 19.7 | 0 | | 0 | | 0 | | 0 | | 2 | 3.3 | 2 | 3.3 | 61 | 29.8 |
| All Categories | 79 | 38.5 | 51 | 24.9 | 24 | 11.7 | 0 | | 3 | 1.5 | 7 | 3.4 | 3 | 1.5 | 10 | 4.9 | 28 | 13.7 | 205 | 100 |

54

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Table A-5

*Western Agency: Frequencies and Percentages of* DOT *Occupational Categories Within the* SIC *Divisions Representing EAS Employers on the Navajo Reservation*

| *SIC* Code Category | *DOT* Occupational Category | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial | | Clerical and Sales | | Service | | Agric., Fish, Forestry | | Proces-sing | | Machine trades | | Bench-work | | Structural work | | Misc. work | | Total Jobs | |
| | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) | n | (%) |
| Construction | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Finance | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Wholesale trade | 6 | 66.7 | 3 | 33.3 | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 9 | 6.1 |
| Public admin. | 7 | 28. | 9 | 36. | 6 | 24. | 0 | | 0 | | 0 | | 0 | | 3 | 12. | 0 | | 25 | 16.9 |
| Mining | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Retail trade | 8 | 20. | 9 | 22.5 | 17 | 42.5 | 0 | | 0 | | 1 | 2.5 | 2 | 5. | 0 | | 3 | 7.5 | 40 | 27.0 |
| Transportation | 1 | 25. | 1 | 25. | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 2 | 50. | 4 | 2.7 |
| Services | 23 | 32.4 | 14 | 19.7 | 29 | 40.8 | 0 | | 0 | | 0 | | 0 | | 3 | 12. | 1 | 1.4 | 70 | 47.3 |
| All Categories | 45 | 30.2 | 36 | 24.2 | 52 | 34.9 | 0 | | 0 | | 3 | 2. | 2 | 1.3 | 6 | 2. | 6 | 4. | 148 | 100 |

# APPENDIX B

## Number and Types of Jobs Reported by Employers in the Employer Account System, Identified by Employer Name and *SIC* Code

Table B-1

*Chinle Agency:*

*Number and Types of Jobs Reported by Employers in the Employer Account System Identified by Employer Name and* SIC *Code*

| Employer name and *SIC* code | *DOT* Occupational Category | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
| BIA Boarding School (8211) | 11 | 3 | 4 | | | | | | 2 | 20 |
| Black Mesa Comm School (8211) | 13 | | 4 | | | | | | 1 | 18 |
| Bashas Market (5411) | 1 | 7 | 3 | | | | | | 2 | 13 |
| Cottonwood Day School (8211) | 6 | 1 | 2 | | | | | | 1 | 10 |
| Arrow Materials (1411) | 1 | | | | | | | 2 | 1 | 4 |
| Southwest Store (5411) | 1 | 3 | | | | | | | | 4 |
| Imperial Mart (5411) | | 3 | | | 1 | | | | | 4 |
| Rough Rock Chapter (9011) | 1 | 1 | 1 | | | | | 1 | | 4 |
| Baldwin's Mini-Market (5411) | 1 | 1 | 1 | | | | | | | 3 |
| Thriftway (5399) | 1 | 2 | | | | | | | | 3 |
| Blue Gap Trading (5399) | 1 | 1 | | | | | | | | 2 |
| Lady of Fatima Catholic Church (8661) | 2 | | | | | | | | | 2 |
| Many Farms Chapter (9011) | 1 | | 1 | | | | | | | 2 |
| Lukachukai P.O. (4311) | 1 | | | | | | | | | 1 |

Table B-2

*Eastern Agency:*

*Number and Types of Jobs Reported by Employers in the Employer Account System*

*Identified by Employer Name and SIC Code*

| Employer name and *SIC* code | *DOT* Occupational Category: Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
|---|---|---|---|---|---|---|---|---|---|---|
| Pueblo Pintado Comm School (8211) | 10 | 3 | 4 | | | | | | 1 | 18 |
| Navajo Housing Authority (6514) | 2 | 3 | 3 | | | | | | | 8 |
| Acoma, Canoncito Laguna Hospital (8011) | 7 | | | | | | | | | 7 |
| Bread Springs Day School (8211) | 4 | | 2 | | | | | | 1 | 7 |
| Chaco Culture Historic Park (9512) | 3 | 2 | 1 | | | | | 1 | | 7 |
| Crownpoint Chapter (9011) | 2 | 1 | 2 | | | | | | | 5 |
| Red Rock Chapter (9011) | 2 | | | | | | | 2 | | 4 |
| Mariano Lake Chapter (9011) | 2 | 1 | 1 | | | | | | | 4 |
| Pinedale Chapter (9011) | 1 | 1 | 1 | | | | | | | 3 |
| Bible Baptist School (8661) | 2 | 1 | | | | | | | | 3 |
| Arviso Fina Station (5541) | 1 | | | | | | | | 1 | 2 |
| Canoncito P.O. (5399) | 1 | 1 | | | | | | | | 2 |

(table continues)

| Employer name and *SIC* code | *DOT* Occupational Category: Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
|---|---|---|---|---|---|---|---|---|---|---|
| Circle K (5399) | 1 | 1 | | | | | | | | 2 |
| Thriftway 246 (5399) | 1 | 1 | | | | | | | | 2 |
| Church Christian (8661) | 1 | | | | | | | | | 1 |
| Smith Lake P.O. (4311) | 1 | | | | | | | | | 1 |

Table B-3

*Ft. Defiance Agency:*

*Number and Types of Jobs Reported by Employers in the Employer Account System Identified by Employer Name and SIC Code in Descending Order*

| Employer name and *SIC* code | *DOT* Occupational Category: Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
|---|---|---|---|---|---|---|---|---|---|---|
| Navajo Nation Inn (7011) | 4 | 3 | 9 | | 2 | | | | | 18 |
| Window Rock Dist. Elem. School (8211) | 11 | 2 | 3 | | | | | | | 16 |
| KTNN Radio (4832) | 6 | 6 | | | | | | | 2 | 14 |
| Naschitti Elem. School (8211) | 4 | 1 | 3 | | | | | | 1 | 9 |
| Seba Dakai Boarding School (8211) | 4 | 1 | 3 | | | | | | 1 | 9 |
| Broadcast Services (4899) | 4 | 2 | | | | | | | 1 | 7 |
| Dept. Econ Security (9441) | 4 | 2 | | | | | | | | 6 |
| Navajo Elem. School (8211) | 2 | 1 | 2 | | | | | | 1 | 6 |
| Thriftway Market (5399) | 1 | 4 | 1 | | | | | | | 6 |
| AZ Silica Sand (1442) | 1 | 1 | | | 2 | | | 1 | 1 | 6 |
| Rio Puerco Housing Dept. (6514) | 3 | | 2 | | | | | | | 5 |
| Sawmill Chapter (9011) | 3 | | 2 | | | | | | | 5 |
| Cornfields Chapter (9011) | 2 | | 1 | | | | | 2 | | 5 |
| Indian Wells Chapter (9011) | 1 | 2 | 1 | | | | | | | 4 |

(table continues)

| Employer name and *SIC* code | *DOT* Occupational Category | | | | | | | | | Total jobs |
|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | (n) |
| Jaydees Farm and Ranch (5191) | 2 | 2 | | | | | | | | 4 |
| Naschitti Chapter (9011) | 1 | 1 | 2 | | | | | | | 4 |
| St. Michael's Parish (8661) | 1 | 1 | 2 | | | | | | | 4 |
| Naschitti Trading (5399) | 2 | 1 | | | | | | | | 3 |
| Navajo Commercial and Refrigeration (5087) | 1 | 1 | | | 1 | | | | | 3 |
| Oak Springs Chapter (9011) | 2 | | 1 | | | | | | | 3 |
| Window Rock P.O. (4311) | 1 | 1 | 1 | | | | | | | 3 |
| Thriftway Market (5399) | 1 | 2 | | | | | | | | 3 |
| Thriftway Market(5399) | 1 | 2 | | | | | | | | 3 |
| Ganado Presb. Church (8661) | 1 | 1 | 1 | | | | | | | 3 |
| Chees Indian Store (5399) | | 2 | | | | | | | | 2 |
| Elite Laundry (7215) | | 1 | 1 | | | | | | | 2 |
| Greasewood Trading (5399) | | 2 | | | | | | | | 2 |
| Law Office of John Chapela (8111) | 1 | 1 | | | | | | | | 2 |
| Navajo Chevron (5541) | 1 | 1 | | | | | | | | 2 |
| U.S. Postal Serv. (4311) | 1 | 1 | | | | | | | | 2 |
| Lupton P. O. (4311) | 1 | | | | | | | | | 1 |

Table B-4

*Shiprock Agency:*

*Number and Types of Jobs Reported by Employers in the Employer Account System Identified by Employer Name and* SIC *Code*

| Employer name and *SIC* code | *DOT* Occupational Category: Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
|---|---|---|---|---|---|---|---|---|---|---|
| Shiprock Dorm. (8211) | 12 | 2 | 2 | | | | | 2 | 1 | 19 |
| Navajo Wool (5399) | 2 | 5 | 2 | | | | | | 2 | 11 |
| Shiprock Comm. Health Center (8011) | 6 | 5 | | | | | | | | 11 |
| San Juan Inn (7011) | | 1 | 5 | | | | | | | 6 |
| Newcomb Trading (5399) | 1 | 2 | 1 | | 1 | | | | | 5 |
| Nizhoni Elem. School (8211) | 3 | 1 | 1 | | | | | | | 5 |
| Sanostee Chapter (9011) | 2 | 1 | 1 | | | | | 1 | | 5 |
| Tees Nos Pos Clinic (8011) | 3 | 1 | | | | | | | 1 | 5 |
| Immanual Mission (8211) | 1 | | 3 | | | | | | | 4 |
| Nenahnezad Chapter (9011) | 1 | 1 | 2 | | | | | | | 4 |
| Thriftway Trade (5399) | 1 | 2 | 1 | | | | | | | 4 |
| Chief Grocery (5411) | 1 | 1 | | | | | | | 1 | 3 |
| Citizen Legal Services (8111) | 1 | 2 | | | | | | | | 3 |
| Dahlberg Clinic (8041) | 1 | 2 | | | | | | | | 3 |
| Mesa View Assembly (8661) | 2 | | 1 | | | | | | | 3 |
| 7 to 11 Store (5411) | 1 | 2 | | | | | | | | 3 |

(table continues)

| Employer name and *SIC* code | *DOT* Occupational Category | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
| Red Rock Trading (5399) | 1 | 1 | | | 1 | | | | | 3 |
| P & D Electric (1731) | | 1 | | | | | | 2 | | 3 |
| Chieftain Super Video (7841) | 1 | 1 | | | | | | | | 2 |
| U.S. Postal Serv. (4311) | 1 | 1 | | | | | | | | 2 |
| Two Greyhills Trading (5399) | | 1 | 1 | | | | | | | 2 |
| Beclahbito Trading (5399) | | 1 | | | | | | | | 1 |
| Sanostee P.O.(4311) | | 1 | | | | | | | | 1 |

Table B-5

*Western Agency:*

*Number and Types of Jobs Reported by Employers in the Employer Account System Identified by Employer Name and SIC Code*

| Employer name and *SIC* code | *DOT* Occupational Category | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
| RJG & Gouldings (7033) | 5 | 8 | 11 | | 1 | 1 | | | 1 | 27 |
| Rocky Ridge Boarding School (8211) | 8 | 1 | 6 | 1 | | 1 | | | | 17 |
| Kerley's Trading (5399) | 2 | 3 | 3 | | | 1 | | | 2 | 11 |
| Kayenta Burger King (5812) | 3 | 1 | 4 | | | | | | | 8 |
| Canyon Inn (7011) | | 1 | 6 | | | | | | | 7 |
| Dept. of Employment (9011) | 3 | 4 | | | | | | | | 7 |
| Navajo Westerner (5072) | 3 | 3 | | | | | | | | 6 |
| Golden Sands Cafe (5812) | | | 5 | | | | | | | 5 |
| Black Mesa Shopping Center(5399) | 1 | 3 | 1 | | | | | | | 5 |
| El Capitan Cafe (5812) | | | 4 | | | | | | | 4 |
| Leupp Chapter (9011) | 1 | 1 | 1 | 1 | | | | | | 4 |
| Navajo Tribal Pk. (9512) | 1 | 1 | 2 | | | | | | | 4 |
| Silver Screens (7832) | | 1 | 2 | | | | | | | 3 |
| Wetherill Inn (7011) | 1 | 1 | 1 | | | | | | | 3 |
| Tonalea Chapter (9211) | | 1 | 2 | | | | | | | 3 |

(table continues)

| Employer name and *SIC* code | *DOT* Occupational Category | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Prof., Tech., and Managerial (n) | Clerical and Sales (n) | Service (n) | Agric., Fish, & Forestry (n) | Processing (n) | Machine trades (n) | Bench-work (n) | Structur-al work (n) | Misc. Work (n) | Total jobs (n) |
| AZ Dept. of Transportation (9621) | | | | | | | | 3 | | 3 |
| Bobbitt Dentistry (8021) | 2 | | 1 | | | | | | | 3 |
| Chabin, Fernandez Corp. (7389) | 2 | 1 | | | | | | | | 3 |
| Coalmine Mesa Chapter (9011) | 1 | 1 | 1 | | | | | | | 3 |
| Ferrell Gas (4924) | | 1 | | | | | | | 2 | 3 |
| 7th Day Adventist (8211) | 2 | | | | | | | | | 2 |
| Cedar Ridge Trading (5399) | 1 | 1 | | | | | | | | 2 |
| Kayenta Presb. Church (8661) | 2 | | | | | | | | | 2 |
| Focal Point Eyewear (5999) | | | | | | | 2 | | | 2 |
| Hair Designer (7231) | | | 2 | | | | | | | 2 |
| Oljeto Trading (5399) | 1 | 1 | | | | | | | | 2 |
| Nazarene Church (8661) | 1 | | | | | | | | | 1 |
| Monument Valley P.O. (4311) | 1 | | | | | | | | | 1 |
| Kayenta Church (8661) | | | 1 | | | | | | | 1 |
| Dennehotso Post Office (9011) | | 1 | | | | | | | | 1 |
| Service Station El Capitan (5541) | | | | | | | | | 1 | 1 |
| Fabric Plus (5131) | 1 | | | | | | | | | 1 |

# Appendix C

## Match of the *DOT* Codes Representing Clients' Vocational Goals with Job Positions in Existence with EAS Employers

## Appendix C

*Match of the* DOT *Codes Representing Clients' Vocational Goals with Job Positions in Existence with EAS Employers*

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 001.261-010 | Drafter, Architectural | 2 | 001.061-018 | Landscape Architect | 2 | P & M Coal |
| 001.261-010 | Drafter, Architectural | 2 | 001.061-018 | Landscape Architect | 1 | Leupp Chapter |
| 003.161-010 | Electrical Technician | 1 | 003.167-018 | Electrical Engineer | 2 | Four Corners Power Plant |
| 007.167-018 | Tool Programmer | 1 | 007.161-018 | Engineering Assistant | 1 | USPHS Indian Hospital |
| 007.181-010 | Heat Transfer Technician | 4 | 007.161-018 | Engineering Assistant | 1 | USPHS Indian Hospital |
| 020.187-010 | Programer, Info. Syst. | 1 | 020.167-018 | Programer, Business | 1 | Rio Puerco Housing Dept. |
| 040.061-046 | Ranger Manager | 1 | none | | | |
| 041.061-038 | Botanist | 1 | none | | | |
| 045.107-010 | Counselor, Vocational | 2 | 045.107-010 | Counselor, Vocational | 3 | Pueblo Pintado Community School |
| 045.107-010 | Counselor, Vocational | 2 | 045.107-010 | Counselor, Vocational | 2 | Rough Rock Community School |
| 045.107-010 | Counselor, Vocational | 2 | 045.107-010 | Counselor, Vocational | 1 | Black Mesa Community School |
| 045.107-010 | Counselor, Vocational | 2 | 045.107-010 | Counselor, Vocational | 1 | Four Corners Power Plant |
| 045.107-010 | Counselor, Vocational | 2 | 045.107-010 | Counselor, Vocational | 1 | Naschitti Elementary School |
| 045.107-010 | Counselor, Vocational | 2 | 045.107-010 | Counselor, Vocational | 1 | Window Rock Dist. Elementary |
| 045.107-042 | Voc. Rehab. Counselor | 1 | 045.107-038 | Residence Counselor | 4 | Rough Rock Community School |
| 045.107-042 | Voc. Rehab. Counselor | 1 | 045.107-038 | Residence Counselor | 4 | Shiprock Dormitory |
| 045.107-042 | Voc. Rehab. Counselor | 1 | 045.107-038 | Residence Counselor | 3 | BIA Boarding School |
| 045.107-042 | Voc. Rehab. Counselor | 1 | 045.107-038 | Residence Counselor | 3 | Rocky Ridge Boarding School |
| 045.107-042 | Voc. Rehab. Counselor | 1 | 045.107-038 | Residence Counselor | 1 | Pueblo Pintado Community School |
| 045.107-042 | Voc. Rehab. Counselor | 1 | 045.107-038 | Residence Counselor | 1 | Seba Dakai Boarding School |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 077.127-010 | Community Dietitian | 1 | none | | | |
| 077.167-010 | Dietetic Intern | 1 | none | | | |
| 078.381-014 | Medical Lab. Tech. | 1 | 078.381-014 | Medical Lab. Tech. | 2 | USPHS Indian Hospital |
| 079.167-010 | Community Services | 1 | 079.117-014 | Public Health Educator | 1 | Shiprock Community Health Center |
| 079.167-010 | Community Services | 1 | 079.117-014 | Public Health Educator | 1 | USPHS Indian Hospital |
| 090.227-010 | Instructor, Coll. or Univ. | 1 | 090.117-018 | Dean of Students | 2 | Rough Rock Community School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 3 | Window Rock Dist. Elem. School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 2 | Shiprock Dormitory |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 2 | Rocky Ridge Boarding School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 2 | Rough Rock Community School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 1 | BIA Boarding School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 1 | Black Mesa Community School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 1 | Bread Springs Day School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 1 | Cottonwood Day School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 1 | Naschitti Elementary School |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 1 | Nizhoni Elementary |
| 099.327-010 | Teacher Aide I | 2 | 099.327-010 | Teacher Aide | 1 | Seba Dakai Boarding School |
| 120.007-010 | Clergy Member | 1 | 120.007-010 | Clergy Member | 2 | Kayenta Presbyterian Church |
| 120.007-010 | Clergy Member | 1 | 120.007-010 | Clergy Member | 2 | Mesa View Assembly of God |
| 120.007-010 | Clergy Member | 1 | 120.007-010 | Clergy Member | 2 | Our Lady of Fatima Catholic Church |
| 120.007-010 | Clergy Member | 1 | 120.007-010 | Clergy Member | 1 | Church Christian Reformed |
| 120.007-010 | Clergy Member | 1 | 120.007-010 | Clergy Member | 1 | Ganado Presbyterian Church |
| 120.007-010 | Clergy Member | 1 | 120.007-010 | Clergy Member | 1 | Nazarene Church |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 120.007-010 | Clergy Member | 1 | 120.007-010 | Clergy Member | 1 | St. Michael's Parish |
| 141.061-018 | Graphic Designer | 1 | none | | | |
| 141.081-014 | Commercial Designer | 2 | none | | | |
| 160.167-010 | Accountant | 1 | 160.167-010 | Accountant | 2 | P & M Coal |
| 160.167-010 | Accountant | 1 | 160.167-010 | Accountant | 1 | Navajo Wool and Mohair Industries |
| 160.167-010 | Accountant | 1 | 160.167-010 | Accountant | 1 | Shiprock Dormitory |
| 163.167-018 | Manager, Sales | 1 | none | | | |
| 169.167-014 | Administrative Secretary | 1 | 169.167-014 | Administrative Secretary | 1 | Four Corners Power Plant |
| 187.117-014 | Director, Comm. Organiz. | 1 | 187.117-010 | Administrator, Hospital | 1 | USPHS Indian Hospital |
| 189.167-018 | Management Trainee | 1 | 189.167-034 | Security Officer | 1 | Cornfields Chapter House |
| 189.167-018 | Management Trainee | 1 | 189.167-034 | Security Officer | 1 | Rough Rock Commun. School |
| 193.262-014 | Dispatcher, Radio | 1 | none | | | |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 2 | Dahlberg Clinic |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 2 | Shiprock Community Health Center |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Arizona Silica Sand Co. |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Bible Baptist Church |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Broadcast Service |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Citizen Legal Services |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Four Corners Power Plant |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | KTNN Radio |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Navajo Nation Inn |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Navajo Wool and Mohair Indust. |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Nizhoni Elementary |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Pinedale Chapter House |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Pueblo Pintado Commun. School |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Tees Nos Pos Clinic |
| 201.362-030 | Secretary | 3 | 201.362-030 | Secretary | 1 | Leupp Chapter |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 2 | Chaco Culture Historic Park |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 2 | Navajo Housing Authority |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 2 | Newcomb Trading Post |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | BIA Boarding School |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Broadcast Service |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Chabin, Fernandez Corp. |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Chieftain Super Video |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Coalmine Mesa Chapter |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Crownpoint Chapter House |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Four Corners Power Plant |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Indian Wells Chapter House |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Kerley's Trading Post |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Mariano Lake Chapter |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Naschitti Chapter House |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Navajo Tribal Park |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Nenahnezad Chapter |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | P & M Coal |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Pueblo Pintado Community School |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | RJG & Gouldings, Inc. |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Rough Rock Chapter House |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Rough Rock Community School |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Sanostee Chapter |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Sanostee Post Office |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Southwest Store |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Thriftway /Trading Post |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | USPHS Indian Hospital |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Wetherill Inn Motel, Inc. |
| 203.362-010 | Clerk-Typist | 3 | 203.362-010 | Clerk-Typist | 1 | Window Rock Elementary School |
| 203.582-058 | Transcribing Mach. Oper. | 2 | 203.582-066 | Typist | 2 | P & M Coal |
| 209.562-010 | General Office Clerk | 1 | none | | | |
| 209.567-010 | Meter Reader | 1 | 209.562-010 | Clerk, General | 1 | Dept. Econ. Sec. Family Support |
| 209.567-018 | Routing Clerk | 1 | 209.562-010 | Clerk, General | 1 | Dept. Econ. Sec.Family Support |
| 209.567-018 | Routing Clerk | 1 | 209.562-010 | Clerk, General | 1 | Tonalea Chapter House |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 3 | Thriftway Market #252 |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 2 | Navajo Wool and Mohair, Inc. |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 2 | RJG & Gouldings, Inc. |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 2 | Thriftway Market |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | 7 to 11 Store |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Basha's Market |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Beclahbito Trading Post |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Chee's Indian Store |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Chief Grocery |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Circle K |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Elite Laundry |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Greasewood Trading Post |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Imperial Mart |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Jaydee's Farm & Ranch Supplies |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Kerley's Trading Post |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Naschitti Trading Post |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Navajo Chevron |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Navajo Westerners/True Value |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Red Rock Trading Post |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Southwest Store |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Thriftway #246 |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Thriftway Market #238 |
| 211.462-014 | Cashier-Checker | 3 | 211.462-014 | Clerk-Cashier | 1 | Two Greyhills Trading Post |
| 213.362-010 | Computer Operator | 2 | 213.362-010 | Computer Operator | 2 | Four Corners Power Plant |
| 213.362-010 | Computer Operator | 2 | 213.362-010 | Computer Operator | 1 | P & M Coal |
| 213.362-010 | Computer Operator | 2 | 213.362-010 | Computer Operator | 1 | USPHS Indian Hospital |
| 213.685-010 | Aux. Equip. Operator | 1 | 213.362-010 | Computer Operator | 2 | Four Corners Power Plant |
| 213.685-010 | Aux. Equip. Operator | 1 | 213.362-010 | Computer Operator | 1 | P & M Coal |
| 213.685-010 | Aux. Equip. Operator | 1 | 213.362-010 | Computer Operator | 1 | USPHS Indian Hospital |
| 222.387-058 | Stock Clerk (Clerical) | 1 | 222.387-034 | Material Clerk | 1 | P & M Coal |
| 237.367-038 | Receptionist | 1 | 237.367-038 | Receptionist | 1 | Bobbitt Dentistry |
| 237.367-038 | Receptionist | 1 | 237.367-038 | Receptionist | 1 | Four Corners Power Plant |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 237.367-038 | Receptionist | 1 | 237.367-038 | Receptionist | 1 | Indian Wells Chapter House |
| 237.367-038 | Receptionist | 1 | 237.367-038 | Receptionist | 1 | KTNN Radio |
| 237.367-038 | Receptionist | 1 | 237.367-038 | Receptionist | 1 | P & M Coal |
| 237.367-038 | Receptionist | 1 | 237.367-038 | Receptionist | 1 | Shiprock Comm. Health Center |
| 249.367-058 | Parts Order & Stock Clerk | 1 | 249.367-066 | Procurement Clerk | 1 | P & M Coal |
| 249.367-074 | Teacher Aide II | 1 | 249.367-066 | Procurement Clerk | 1 | P & M Coal |
| 273.357-030 | Salesperson, Auto Access. | 1 | none | | | |
| 279.357-062 | Salesperson, Parts | 1 | 279.357-054 | Salesperson, Gen. Merch. | 1 | Chee's Indian Store |
| 290.477-018 | Sales Clerk, Food | 1 | none | | | |
| 291.457-022 | Vendor | 1 | none | | | |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 2 | RJG & Gouldings, Inc. |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | 7 to 11 Store |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Bashas Market |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Black Mesa Shopping Center |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Imperial Mart |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Kerley's Trading Post |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Navajo Westerners/True Value |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Thriftway |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Thriftway Market #252 |
| 299.367-014 | Stock Clerk(Self Serv.) | 2 | 299.367-014 | Stock Clerk (Self Serv.) | 1 | Thriftway/Trading Post |
| 311.477-030 | Waiter/Waitress | 1 | 311.477-030 | Waiter/Waitress | 2 | RJG & Gouldings, Inc. |
| 311.477-030 | Waiter/Waitress | 1 | 311.477-030 | Waiter/Waitress | 1 | El Capitan Cafe |
| 311.477-030 | Waiter/Waitress | 1 | 311.477-030 | Waiter/Waitress | 1 | Navajo Nation Inn |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 311.477-030 | Waiter/Waitress | 1 | 311.477-030 | Waiter/Waitress | 1 | San Juan Inn |
| 311.477-030 | Waiter/Waitress | 1 | 311.477-030 | Waiter/Waitress | 1 | Canyon Inn |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 2 | El Capitan Cafe |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 2 | Rocky Ridge Boarding School |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | Canyon Inn |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | Golden Sands Cafe |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | Naschitti Chapter House |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | Navajo Nation Inn |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | RJG & Gouldings Inc. |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | Sawmill Chapter House |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | St. Michael's Parish |
| 313.361-010 | Baker, Second | 1 | 313.361-014 | Cook | 1 | Thriftway Market #252 |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 2 | El Capitan Cafe |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 2 | Rocky Ridge Boarding School |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | Canyon Inn |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | Golden Sands Cafe |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | Naschitti Chapter House |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | Navajo Nation Inn |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | RJG & Gouldings Inc. |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | Sawmill Chapter House |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | St. Michael's Parish |
| 313.361-014 | Cook | 7 | 313.361-014 | Cook | 1 | Thriftway Market #252 |
| 313.361-022 | Cook, Short Order | 1 | 313.361-022 | Cook, Short Order | 1 | Canyon Inn |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 313.361-022 | Cook, Short Order | 1 | 313.361-022 | Cook, Short Order | 1 | Golden Sands Cafe |
| 315.361-010 | Cook, (Any Industry) | 1 | 315.131-010 | Cook, Chief | 1 | USPHS Indian Hospital |
| 318.687-010 | Kitchen Helper | 6 | 318.687-010 | Kitchen Helper | 1 | El Capitan Cafe |
| 318.687-010 | Kitchen Helper | 6 | 318.687-010 | Kitchen Helper | 1 | Golden Sands Cafe |
| 318.687-010 | Kitchen Helper | 6 | 318.687-010 | Kitchen Helper | 1 | Navajo Nation Inn |
| 318.687-010 | Kitchen Helper | 6 | 318.687-010 | Kitchen Helper | 1 | RJG & Gouldings Inc. |
| 319.484-010 | Food Assembler, Kitchen | 1 | 319.484-010 | Food Assembler, Kitchen | 1 | Bread Springs Day School |
| 319.484-010 | Food Assembler, Kitchen | 1 | 319.484-010 | Food Assembler, Kitchen | 1 | Nenahnezad Chapter |
| 319.484-010 | Food Assembler, Kitchen | 1 | 319.484-010 | Food Assembler, Kitchen | 1 | Pueblo Pintado Community School |
| 319.484-010 | Food Assembler, Kitchen | 1 | 319.484-010 | Food Assembler, Kitchen | 1 | Rocky Ridge Boarding School |
| 319.484-010 | Food Assembler, Kitchen | 1 | 319.484-010 | Food Assembler, Kitchen | 1 | Rough Rock Community School |
| 323.687-014 | Cleaner, Housekeeping | 1 | 323.137-010 | Supervisor, Housecleaner | 2 | Navajo Nation Inn |
| 332.271-014 | Cosmetologist Apprentice | 1 | 332.271-010 | Cosmetologist | 2 | Hair Designer |
| 354.374-010 | Nurse, Practical | 1 | none | | | |
| 359.677-018 | Nursery School Attendant | 1 | none | | | |
| 361.684-014 | Laundry Worker I | 1 | none | | | |
| 369.387-010 | Laundry Worker III | 1 | 369.677-010 | Laundry Attendant | 1 | Kerley's Trading Post |
| 369.387-010 | Laundry Worker III | 1 | 369.677-010 | Laundry Attendant | 1 | Thriftway/Trading Post |
| 373.364-010 | Fire Fighter | 1 | none | | | |
| 381.687-010 | Central Supply, Worker | 1 | 381.687-014 | Cleaner, Comm./Institut. | 3 | Four Corners Power Plant |
| 381.687-014 | Cleaner, Comm./Institut. | 3 | 381.687-014 | Cleaner, Comm./Institut. | 3 | Four Corners Power Plant |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Black Mesa Community School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Crownpoint Chapter House |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Navajo Tribal Park |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Navajo Wool & Mohair Industries |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Rio Puerco Housing Department |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | RJG & Gouldings Inc. |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Rough Rock Community School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Seba Dakai Boarding School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Tonalea Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 2 | Window Rock Dist. Elem. School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Baldwin's Mini-Mart |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Bashas Market |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | BIA Boarding School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Bread Springs Day School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Canyon Inn |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Chaco Culture Historic Park |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Coalmine Mesa Chapter |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Cornfields Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Cottonwood Day School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Elite Laundry |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Ganado Presbyterian Church |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Golden Sands Cafe |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Immanual Mission School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Indian Wells Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Kayenta Burger King |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Kayenta Church of Christ |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Kerley's Trading Post |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Leupp Chapter |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Many Farms Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Mariano Lake Chapter |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Mesa View Assembly of God |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Naschitti Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Naschitti Elementary School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Navajo Commercial & Refrigeration |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Navajo Elementary School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Navajo Nation Inn |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Nenahnezad Chapter |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Newcomb Trading Post |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Nizhoni Elementary |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Oak Springs Chapter |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | P & M Coal |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Pinedale Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Pueblo Pintado Community School |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Rough Rock Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Sanostee Chapter |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Sawmill Chapter House |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Shiprock Dormitory |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Silver Screens |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | St. Michael's Parish |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Two Greyhills Trading Post |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | USPHS Indian Hospital |
| 382.664-010 | Janitor | 9 | 382.664-010 | Janitor | 1 | Window Rock Post Office |
| 405.684-014 | Horticultural Worker I | 5 | none | | | |
| 405.687-014 | Horticultural Worker II | 12 | none | | | |
| 406.684-014 | Groundskeeper, Indust. | 1 | 406.687-010 | Groundskeeper, Parks | 1 | Rough Rock Community School |
| 408.161-010 | Landscape Gardner | 2 | none | | | |
| 550.685-110 | Sweeping Comp. Blender | 8 | none | | | |
| 599.999-999 | Homemaker | 9 | none | | | |
| 600.280-022 | Machinist | 1 | 600.280-022 | Machinist | 1 | P & M Coal |
| 620.261-010 | Automobile Mechanic | 2 | 620.261-010 | Automobile Mechanic | 1 | Kerley's Trading Post |
| 620.261-010 | Automobile Mechanic | 2 | 620.261-010 | Automobile Mechanic | 1 | RJG & Gouldings Inc. |
| 620.684-014 | Auto Mechanic Helper | 2 | 620.281-050 | Mechanic, Indust. Truck | 1 | P & M Coal |
| 625.281-034 | Small Engine Mechanic | 1 | none | | | |
| 699.999-999 | Sheltered Employ.Worker | 19 | none | | | |
| 700.281-010 | Jeweler | 2 | none | | | |
| 712.381-018 | Dental Lab. Technician | 2 | none | | | |
| 723.381-010 | Electric Appliance Repr. | 2 | none | | | |
| 723.584-010 | Appliance Repairer | 2 | none | | | |
| 723.687-010 | Patcher, Electrical Equip | 1 | none | | | |
| 726.261-010 | Electr.Assemb. (devel.) | 1 | none | | | |
| 726.384-010 | Electr.Assemb. (inst.&app.) | 3 | none | | | |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 726.684-018 | Elect.Assemb.(electronics) | 2 | none | | | |
| 735.381-010 | Bench Hand (jewelry) | 1 | none | | | |
| 735.684-010 | Bead Stringer (jewelry) | 1 | none | | | |
| 763.381-010 | Furniture Finisher | 15 | none | | | |
| 780.381-018 | Furniture Upholsterer | 2 | none | | | |
| 780.684-046 | Cushion Builder (Uphols) | 1 | none | | | |
| 782.687-042 | Rug Braider | 2 | none | | | |
| 787.682-022 | Embroid.Machine Oper. | 1 | none | | | |
| 799.999-999 | Unpaid Family Member | 1 | none | | | |
| 807.381-010 | Auto Body Repairer | 1 | none | | | |
| 807.687-010 | Auto Body Rep. Helper | 1 | none | | | |
| 819.384-008 | Welder, Apprentice | 1 | 819.384-010 | Welder | 1 | Four Corners Power Plant |
| 828.281-010 | Electronics Mechanic | 1 | none | | | |
| 828.281-014 | Elect Mechanic, Apprent | 1 | none | | | |
| 829.684-022 | Electrician Helper | 3 | 829.131-022 | Supervisor, Elec. Repair | 1 | P & M Coal |
| 859.683-010 | Operating Engineer | 1 | 859.683-010 | Operating Engineer | 2 | Arrrow Materials Corp. |
| 860.381-022 | Carpenter | 3 | 860.381-022 | Carpenter | 1 | Rough Rock Chapter House |
| 861.381-018 | Bricklayer | 2 | none | | | |
| 869.664-014 | Construction Worker | 3 | 869.664-014 | Construction Worker | 1 | USPHS Indian Hospital |
| 899.381-010 | Maintenance Repairer | 6 | 899.381-010 | Maintenance Repairer | 2 | Shiprock Dormitory |
| 899.381-010 | Maintenance Repairer | 6 | 899.381-010 | Maintenance Repairer | 1 | Rough Rock Community School |
| 905.687-010 | Truck Driver Helper | 1 | 905.663-014 | Truck Driver, Heavy | 2 | P & M Coal |
| 905.687-010 | Truck Driver Helper | 1 | 905.663-014 | Truck Driver, Heavy | 1 | Arizona Silica Sand Co. |

| IWRP *DOT* Code | Job Title | Number of Clients | Closest Match in EAS | Job Title | Number of Jobs | EAS Employer |
|---|---|---|---|---|---|---|
| 905.687-010 | Truck Driver Helper | 1 | 905.663-014 | Truck Driver, Heavy | 1 | Four Corners Power Plant |
| 970.381-022 | Painter, Hand | 2 | none | | | |
| 971.381-042 | Silk Screen Processor | 7 | none | | | |

Appendix D

Clients' IWRP Job Titles of Vocational Goals
with Corresponding *DOT* Codes

Appendix D

*Clients' IWRP Job Titles of Vocational Goals with Corresponding DOT Codes*

| Job Title | *DOT* Code Number |
|---|---|
| Accountant | 160.167-010 |
| Administrative Secretary | 169.167-014 |
| Appliance Repairer | 723.584-010 |
| Auto Body Rep. Helper | 807.687-010 |
| Auto Body Repairer | 807.381-010 |
| Auto Mechanic Helper | 620.684-014 |
| Automobile Mechanic | 620.261-010 |
| Aux. Equip. Operator | 213.685-010 |
| Baker, Second | 313.361-010 |
| Bead Stringer (jewelry) | 735.684-010 |
| Bench Hand (jewelry) | 735.381-010 |
| Botanist | 041.061-038 |
| Bricklayer | 861.381-018 |
| Carpenter | 860.381-022 |
| Cashier-Checker | 211.462-014 |
| Central Supply Worker | 381.687-010 |
| Cleaner, Comm. or Institut. | 381.687-014 |
| Cleaner, Housekeeping | 323.687-014 |
| Clergy Member | 120.007-010 |
| Clerk-Typist | 203.362-010 |
| Commercial Designer | 141.081-014 |
| Community Dietitian | 077.127-010 |
| Community Services | 079.167-010 |
| Computer Operator | 213.362-010 |
| Construction Worker | 869.664-014 |
| Cook | 313.361-014 |
| Cook, (Any Industry) | 315.361-010 |
| Cook, Short Order | 313.361-022 |
| Cosmetologist Apprentice | 332.271-014 |
| Counselor, Vocational | 045.107-010 |

| | |
|---|---|
| Cushion Builder (Uphols.) | 780.684-046 |
| Dental Lab. Technician | 712.381-018 |
| Dietetic Intern | 077.167-010 |
| Director, Comm Organiz. | 187.117-014 |
| Dispatcher, Radio | 193.262-014 |
| Drafter, Architechtural | 001.261-010 |
| Electronics, Mechanic, Apprent. | 828.281-014 |
| Electronics Assembler (electronics) | 726.684-018 |
| Electronics Assembler (devel.) | 726.261-010 |
| Electronics Assembler (inst.&app.) | 726.384-010 |
| Electric Appliance Repairer | 723.381-010 |
| Electrical Technician | 003.161-010 |
| Electrician Helper | 829.684-022 |
| Electronics Mechanic | 828.281-010 |
| Embroid.Machine Oper. | 787.682-022 |
| Fire Fighter | 373.364-010 |
| Food Assembler, Kitchen | 319.484-010 |
| Furniture Finisher | 763.381-010 |
| Furniture Upholsterer | 780.381-018 |
| General Office Clerk | 209.562-010 |
| Graphic Designer | 141.061-018 |
| Groundskeeper, Indust. | 406.684-014 |
| Heat Transfer Technician | 007.181-010 |
| Homemaker | 599.999-999 |
| Horticultural Worker I | 405.684-014 |
| Horticultural Worker II | 405.687-014 |
| Instructor, Coll. or Univ. | 090.227-010 |
| Janitor | 382.664-010 |
| Jeweler | 700.281-010 |
| Kitchen Helper | 318.687-010 |
| Landscape Gardner | 408.161-010 |
| Laundry Worker I | 361.684-014 |
| Laundry Worker III | 369.387-010 |
| Machinist | 600.280-022 |
| Maintenance Repairer | 899.381-010 |
| Management Trainee | 189.167-018 |

| | |
|---|---|
| Manager, Sales | 163.167-018 |
| Medical Lab. Tech. | 078.381-014 |
| Meter Reader | 209.567-010 |
| Nurse, Practical | 354.374-010 |
| Nursery School Attendant | 359.677-018 |
| Operating Engineer | 859.683-010 |
| Painter, Hand | 970.381-022 |
| Parts Order & Stock Clerk | 249.367-058 |
| Patcher, Electrical Equip | 723.687-010 |
| Programmer, Info. Syst. | 020.187-010 |
| Ranger Manager | 040.061-046 |
| Receptionist | 237.367-038 |
| Routing Clerk | 209.567-018 |
| Rug Braider | 782.687-042 |
| Sales Clerk, Food | 290.477-018 |
| Salesperson, Auto Accessr | 273.357-030 |
| Salesperson, Parts | 279.357-062 |
| Secretary | 201.362-030 |
| Sheltered Employ.Worker | 699.999-999 |
| Silk Screen Processor | 971.381-042 |
| Small Engine Mechanic | 625.281-034 |
| Stock Clerk (Clerical) | 222.387-058 |
| Stock Clerk(Self-Serv) | 299.367-014 |
| Sweeping Comp. Blender | 550.685-110 |
| Teacher Aide I | 099.327-010 |
| Teacher Aide II | 249.367-074 |
| Tool Programmer | 007.167-018 |
| Transcribing Mach. Oper. | 203.582-058 |
| Truck Driver Helper | 905.687-010 |
| Unpaid Family Member | 799.999-999 |
| Vendor | 291.457-022 |
| Voc. Rehab. Counselor | 045.107-042 |
| Waiter/Waitress | 311.477-030 |
| Welder, Apprentice | 819.384-008 |

# Appendix E

## Jobs Reported by EAS Employers Which Did Not Match Clients' Vocational Goals

Appendix E
Jobs Reported by EAS Employers Which Did Not Match
Clients' Vocational Goals

| Job Title | *DOT* Code | Number of Jobs |
|---|---|---|
| Manager, Retail Store | 185.167-046 | 33 |
| Teacher, Elementary School | 092.227-010 | 16 |
| Community Organization Worker | 195.167-010 | 16 |
| Principal (Education) | 099.117-018 | 14 |
| Cashier I | 211.362-010 | 14 |
| Bus Driver | 913.463-010 | 14 |
| Bookkeeper | 210.382-014 | 10 |
| Postmaster | 188.167-066 | 9 |
| School Secretary | 201.362-022 | 9 |
| Teacher, Handicapped Students | 094.227-018 | 8 |
| Supervisor, Education | 099.117-026 | 8 |
| Cook, School Cafeteria | 313.381-030 | 8 |
| Accounting Clerk | 216.482-010 | 6 |
| Mining Engineer | 010.061-014 | 5 |
| Production Superintendent | 183.117-014 | 5 |
| Manager, Industrial Organization | 189.117-022 | 5 |
| Post Office Clerk | 243.367-014 | 5 |
| Housekeeper | 321.137-010 | 5 |
| Supervisor, Maintenance | 382.137-010 | 5 |
| Pollution Control Technician | 029.261-014 | 4 |
| Dental Assistant | 079.371-010 | 4 |
| Director, Educational Program | 099.117-010 | 4 |

| | | |
|---|---|---|
| Librarian | 100.127-014 | 4 |
| Manager, Labor Relations | 166.167-034 | 4 |
| Administrative Assistant | 169.167-010 | 4 |
| Manager, Hotel or Motel | 187.117-038 | 4 |
| Cook, Head, School Cafeteria | 313.131-018 | 4 |
| Bus Attendant | 352.577-010 | 4 |
| Butcher, All-Around | 525.381-014 | 4 |
| Stripping Shovel Oiler | 850.684-018 | 4 |
| Automobile Service Station Atten. | 915.467-010 | 4 |
| Stationary-Engineer Supervisor | 950.131-014 | 4 |
| Power Plant Operator | 952.382-018 | 4 |
| Environmental Analyst | 029.081-010 | 3 |
| Nurse, Licensed Practical | 079.374-014 | 3 |
| Public Relations Representative | 165.067-010 | 3 |
| Director of Placement | 166.167-014 | 3 |
| Safety Inspector | 168.264-014 | 3 |
| Manager, Fast Food Services | 185.137-010 | 3 |
| Manager, Housing Project | 186.167-030 | 3 |
| Community Relations Officer | 195.167-014 | 3 |
| Recreation Leader | 195.227-014 | 3 |
| Hospital Admitting Clerk | 205.362-018 | 3 |
| Registrar (Gov. Service) | 205.367-038 | 3 |
| Motel Clerk | 238.362-010 | 3 |
| Kitchen Steward/Stewardess | 318.137-010 | 3 |
| Mechanical Maintenance Supervisor | 638.131-026 | 3 |
| Maintenance Mechanic | 638.281-014 | 3 |
| Electrician | 824.261-010 | 3 |

| | | |
|---|---|---|
| Dragline Operator | 850.683-018 | 3 |
| Utilities and Maintenance Supervisor | 899.131-018 | 3 |
| Highway-Maintenance Worker | 899.684-014 | 3 |
| Material Handling Supervisor | 921.133-018 | 3 |
| Material Handler | 929.687-030 | 3 |
| Driller, Machine | 930.382-010 | 3 |
| Blaster (Mining and Quarrying) | 931.261-010 | 3 |
| Section Supervisor (Mining, Quarry) | 939.137-018 | 3 |
| Program Assistant (Radio & TV) | 962.167-014 | 3 |
| Production Planner | 012.167-050 | 2 |
| Facilities Planner | 019.261--018 | 2 |
| Medical Officer | 070.101-046 | 2 |
| Staff Psychiatrist | 070.107-014 | 2 |
| Dentist | 072.101-010 | 2 |
| Nurse, Staff Community Health | 075.124-014 | 2 |
| Nurse Practitioner | 075.264-010 | 2 |
| Physician Assistant | 079.364-018 | 2 |
| Medical Record Technician | 079.367-014 | 2 |
| Director, Preschool | 092.137-010 | 2 |
| Lawyer | 110.107-010 | 2 |
| Teacher, Music | 152.021-010 | 2 |
| Contract Administrator | 162.117-014 | 2 |
| Manager, Personnel | 166.117-018 | 2 |
| Supervisor, Special Services | 169.267-026 | 2 |
| Manager, Station | 184.117-062 | 2 |
| Maintenance Supervisor | 184.167-050 | 2 |
| Business Manager, College/Univ. | 186.117-010 | 2 |

| | | |
|---|---|---|
| Executive Housekeeper | 187.167-046 | 2 |
| Manager, Food Service | 187.167-106 | 2 |
| Park Superintendent | 188.167-062 | 2 |
| Association Executive | 189.117-010 | 2 |
| Superintendent, Maintenance | 189.167-046 | 2 |
| Audio Operator | 194.262-010 | 2 |
| Casework Supervisor (Soc. Serv.) | 195.137-010 | 2 |
| Eligibility Worker (Gov. Serv.) | 195.267-010 | 2 |
| Personnel Clerk | 209.362-026 | 2 |
| Checker | 209.687-010 | 2 |
| Payroll Clerk | 215.482-010 | 2 |
| Budget Clerk | 216.382-022 | 2 |
| Stock Control Clerk | 219.367-034 | 2 |
| Checker I | 222.687-010 | 2 |
| Telephone Operator | 235.662-022 | 2 |
| Medical Record Clerk | 245.362-010 | 2 |
| Sales Representative (TV & Radio) | 259.357-018 | 2 |
| Host/Hostess, Restaurant | 310.137-010 | 2 |
| Meat Cutter | 316.684-018 | 2 |
| Supply Clerk | 339.687-010 | 2 |
| Recreation Facility Attendant | 341.367-010 | 2 |
| Supervisor, Cook House | 559.132-074 | 2 |
| Stripping Shovel Operator | 850.663-026 | 2 |
| Maintenance Supervisor (Building) | 891.137-010 | 2 |
| Ambulance Driver | 913.683-010 | 2 |
| Teamster, Freighter | 919.664-010 | 2 |
| Packager, Hand | 920.587-018 | 2 |

| | | |
|---|---|---|
| Dump Operator | 921.685-038 | 2 |
| Laborer, Stores | 922.687-058 | 2 |
| Warehouse Supervisor | 929.137-022 | 2 |
| Laborer, Salvage | 929.687-022 | 2 |
| Drilling Machine Operator | 930.482-010 | 2 |
| Pit Supervisor | 939.137-014 | 2 |
| Company Laborer | 939.687-014 | 2 |
| Load Dispatcher | 952.167-014 | 2 |
| Electrical Test Engineer | 003.061-014 | 1 |
| Electronics Engineer | 003.061-030 | 1 |
| Engineer, Studio Operations | 003.167-030 | 1 |
| Civil Engineer | 005.061-014 | 1 |
| Mechanical Engineer | 007.061-014 | 1 |
| Tool Designer Apprentice | 007.061-030 | 1 |
| Chemical Engineer | 008.061-018 | 1 |
| Design Drafter, Electromechanisms | 017.261-014 | 1 |
| Drafter Apprentice | 017.281-014 | 1 |
| Surveyor, Mine | 018.167-050 | 1 |
| Maintainability Engineer | 019.081-010 | 1 |
| Project Engineer | 019.167-014 | 1 |
| Chemical Lab. Technician | 022.261-010 | 1 |
| Geologist | 024.061-018 | 1 |
| Tester, Petroleum Refinery | 029.261-022 | 1 |
| Sociologist | 054.067-014 | 1 |
| Archaeologist | 055.067-018 | 1 |
| Physician, Head | 070.101-074 | 1 |
| Pharmacist | 074.161-010 | 1 |

| | | |
|---|---|---|
| Executive Director, Nurses' Assoc. | 075.117-034 | 1 |
| Nurse, School | 075.124-010 | 1 |
| Nurse, Head | 075.127-018 | 1 |
| Nurse-Midwife | 075.264-014 | 1 |
| Nurse Anesthetist | 075.371-010 | 1 |
| Nurse, General Duty | 075.374-010 | 1 |
| Nurse, Staff Occupational Health | 075.374-022 | 1 |
| Physical Therapist Assistant | 076.224-010 | 1 |
| Dietitian, Chief | 077.117-010 | 1 |
| Medical Technologist | 078.361-014 | 1 |
| Radiological Technologist | 078.362-026 | 1 |
| Medical Lab Technician | 078.381-014 | 1 |
| Chiropractor | 079.101-010 | 1 |
| Orthoptist | 079.371-014 | 1 |
| Teacher, Secondary School | 091.227-010 | 1 |
| Teacher, Kindergarten | 092.227-014 | 1 |
| Superintendent, Schools | 099.117-022 | 1 |
| Teacher, Adult Education | 099.227-030 | 1 |
| Tutor | 099.227-034 | 1 |
| Museum Technician | 102.381-010 | 1 |
| Contract Clerk | 119.267-018 | 1 |
| Clergy Member | 120.007-010 | 1 |
| Audiovisual Production Specialist | 149.061-010 | 1 |
| Director, Music | 152.047-018 | 1 |
| Disk Jockey | 159.147-014 | 1 |
| Accountant, Systems | 160.167-026 | 1 |
| Buyer (broker) | 162.157-018 | 1 |

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|---|---|---|
| Training Representative | 166.227-010 | 1 |
| Manager, Office | 169.167-034 | 1 |
| Park Ranger | 169.167-042 | 1 |
| Supervisor, Mine | 181.167-018 | 1 |
| Superintendent, Construction | 182.167-026 | 1 |
| Director, News | 184.167-014 | 1 |
| Manager, Traffic | 184.167-090 | 1 |
| Manager, Warehouse | 184.167-114 | 1 |
| Water Control Supervisor | 184.167-270 | 1 |
| Manager, Market | 186.167-042 | 1 |
| Public Health Service Officer | 187.117-050 | 1 |
| Recreation Supervisor | 187.137-010 | 1 |
| Manager, Front Office (Hotel) | 187.167-110 | 1 |
| Director, Agricultural Services | 188.117-038 | 1 |
| Director, Employment Services | 188.117-078 | 1 |
| Director, Medical Facilities Section | 188.117-082 | 1 |
| Director, State-Assessed Properties | 188.167-042 | 1 |
| Lease Buyer | 191.117-030 | 1 |
| Social Worker, Medical | 195.107-030 | 1 |
| Social Worker, School | 195.107-038 | 1 |
| Drug and Alcohol Counselor | 195.267-014 | 1 |
| Legal Secretary | 201.362-010 | 1 |
| Script Supervisor (Radio & TV) | 201.362-026 | 1 |
| Employment Clerk | 205.362-014 | 1 |
| Record Clerk | 206.387-022 | 1 |
| Photocopying Machine Operator | 207.685-014 | 1 |
| Supervisor, Personnel Clerks | 209.132-010 | 1 |

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|---|---|---|
| Supervisor, Cashiers | 211.137-010 | 1 |
| Cashier II | 211.462-010 | 1 |
| Ticket Seller | 211.467-030 | 1 |
| Insurance Clerk | 214.362-022 | 1 |
| Billing Control Clerk | 214.387-010 | 1 |
| Flight Crew Time Clerk | 215.362-018 | 1 |
| Personnel Scheduler | 215.367-014 | 1 |
| Supervisor, Accounting Clerks | 216.132-010 | 1 |
| Cost and Sales Record Supervisor | 216.137-010 | 1 |
| Collection Clerk | 216.362-014 | 1 |
| Statistical Clerk | 216.382-062 | 1 |
| Posting Clerk | 216.587-014 | 1 |
| Insurance Clerk I | 219.387-014 | 1 |
| Material Expediter | 221.367-042 | 1 |
| Kitchen Clerk | 222.587-022 | 1 |
| Customer Service Representative | 239.367-010 | 1 |
| Office Helper | 239.567-010 | 1 |
| Claims Clerk I | 241.362-010 | 1 |
| Library Assistant | 249.367-046 | 1 |
| Kitchen Supervisor | 310.137-014 | 1 |
| Counter Attendant, Lunchroom | 311.477-014 | 1 |
| Canteen Operator | 311.674-0101 | 1 |
| Bartender | 312.474-010 | 1 |
| Baker, Head | 313.131-010 | 1 |
| Food Service Supervisor | 319.127-010 | 1 |
| Manager, Boarding House | 320.137-010 | 1 |
| Manager, Lodging Facilities | 320.137-014 | 1 |

| | | |
|---|---|---|
| Waiter/Waitress | 350.677-030 | 1 |
| Nurse, Practical | 354.374-010 | 1 |
| Nurse Aide | 355.674-014 | 1 |
| Food Service Worker, Hospital | 355.677-010 | 1 |
| Protective Signal Operator | 379.362-014 | 1 |
| Supervisor, Chemical | 558.132-010 | 1 |
| Plant Operator | 570.682-014 | 1 |
| Laborer, Concrete Plant | 579.686-010 | 1 |
| Instrument Maker, Mechanical | 600.280-010 | 1 |
| Machinist Apprentice | 600.280-026 | 1 |
| Laborer, General | 609.684-014 | 1 |
| Multi-Oper. Form. Mach. Operator I | 616.360-026 | 1 |
| Automobile Mechanic Apprentice | 620.261-012 | 1 |
| Air Conditioning Mechanic | 620.281-010 | 1 |
| Bus Inspector | 620.281-030 | 1 |
| Service Mechanic, Comp. Gas Equip. | 630.281-034 | 1 |
| Powerhouse Mechanic | 631.261-014 | 1 |
| Refrigeration Mechanic | 637.261-026 | 1 |
| Fuel System Maintenance Supervisor | 638.131-010 | 1 |
| Fuel System Maintenance Worker | 638.381-010 | 1 |
| Grader (Woodworking) | 669.587-010 | 1 |
| Laboratory Supervisor | 706.131-010 | 1 |
| Instrument Technician Apprentice | 710.281-008 | 1 |
| Optician, Dispensing I | 713.361-014 | 1 |
| Supervisor (Optical Goods) | 716.130-010 | 1 |
| Coil Winder (Electrical Equip.) | 724.684-026 | 1 |
| Storage Battery Inspector and Tester | 727.381-022 | 1 |

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|---|---|---|
| Welder, Apprentice | 810.384-010 | 1 |
| Welder, Gas | 811.684-014 | 1 |
| Electrician Apprentice, Powerhouse | 820.261-010 | 1 |
| Electrician, Powerhouse | 820.261-014 | 1 |
| Service Supervisor II (Light, Power) | 821.131-018 | 1 |
| Safety Inspector (Light, Power) | 821.367-014 | 1 |
| Electrician, Chief (Motion Pictures) | 824.137-010 | 1 |
| Electrician Apprentice | 824.261-014 | 1 |
| Electrical Supervisor | 826.131-010 | 1 |
| Scraper Operator | 850.683-038 | 1 |
| Supervisor, Carpenters | 860.131-018 | 1 |
| Carpenter, Maintenance | 860.281-010 | 1 |
| Carpenter, Apprentice | 860.381-.026 | 1 |
| Pipe Fitter Apprentice | 862.381-034 | 1 |
| Laborer, Construction(Light, Power) | 862.684-014 | 1 |
| Mechanical Test Technician | 869.261-014 | 1 |
| Assist. Construction Superintendent | 869.367-010 | 1 |
| Concrete Building Assembler | 869.664-010 | 1 |
| Maintenance Repairer, Factory | 899.281-014 | 1 |
| Tractor Trailer Truck Driver | 904.383-010 | 1 |
| Truck Driver, Light | 906.683-022 | 1 |
| Safety Coordinator | 909.127-010 | 1 |
| Lubrication Servicer | 915.687-018 | 1 |
| Bagger, Grocery Packer | 920.687-014 | 1 |
| Coal Yard Supervisor | 921.137-010 | 1 |
| Front-End Loader Operator | 921.683-042 | 1 |
| Driller Helper | 930.666-010 | 1 |

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|---|---|---|
| Loading Machine Operator | 932.683-014 | 1 |
| Quarry Supervisor | 939.131-010 | 1 |
| Gas-Compressor Operator | 950.382-014 | 1 |
| Substation Inspector (Light, Power) | 952.261-010 | 1 |
| Auxiliary Equipment Operator | 952.362-010 | 1 |
| Hydroelectric Plant Maintainer | 952.687-010 | 1 |
| Gas Pumping Station Supervisor | 953.137-010 | 1 |

# Appendix F

## Comparison of 190 NVRP Clients' IWRP Vocational Goals with Actual Job Placements

Appendix F

*Comparison of 190 NVRP Clients' IWRP Vocational Goals with Actual Job Placements*

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 007.167-018 | Tool Programmer | Yes | | |
| 007.167-018 | Tool Programmer | No | 601.280-046 | Tool and Die Maker |
| 007.181-010 | Heat Transfer Technician | Yes | | |
| 007.181-010 | Heat Transfer Technician | Yes | | |
| 007.181-010 | Heat Transfer Technician | No | 601.280-046 | Tool and Die Maker |
| 007.181-010 | Heat Transfer Technician | No | 869.664-014 | Construction Worker |
| 040.061-046 | Ranger Manager | No | 452.364-010 | Forester Aide |
| 041.061-038 | Botanist | No | 700.281-010 | Jeweler |
| 045.107-010 | Counselor, Vocational | Yes | | |
| 045.107-042 | Voc. Rehab. Counselor | Yes | | |
| 079.167-010 | Community Services Officer | Yes | | |
| 099.327-010 | Teacher Aid I | No | 354.377-014 | Home Attendant |
| 099.327-010 | Teacher Aid I | Yes | | |
| 120.007-010 | Clergy Member | Yes | | |
| 141.061-018 | Graphic Designer | No | 144.061-010 | Painter |
| 141.081-014 | Commercial Designer | No | 919.687-014 | Cleaner II, Auto |
| 160.167-010 | Accountant | No | 210.382-014 | Bookkeeper I |
| 163.167-018 | Manager, Sales | Yes | | |
| 187.117-014 | Director, Comm. Organiz. | No | 195.167-010 | Comm. Organiz. Worker |
| 189.167-018 | Management Trainee | No | 215.137-014 | Payroll Clerk, Chief |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 201.362-030 | Secretary | No | 216.482-010 | Accounting Clerk |
| 201.362-030 | Secretary | No | 599.999-999 | Homemaker |
| 203.362-010 | Clerk-Typist | Yes | | |
| 203.362-010 | Clerk-Typist | Yes | | |
| 203.582-058 | Transcribing Mach. Operator | Yes | | |
| 203.582-058 | Transcribing Mach. Operator | No | 203.362-010 | Clerk-Typist |
| 209.567-018 | Routing Clerk | No | 913.663-010 | Chauffeur |
| 211.462-014 | Cashier-Checker | No | 045.107-038 | Residence Counselor |
| 213.362-010 | Computer Operator | No | 353.363-010 | Guide, Sightseeing |
| 213.362-010 | Computer Operator | No | 203.582-054 | Terminal Operator, Clerical |
| 213.685-010 | Aux. Equip. Operator | No | 209.562-010 | Clerk, General |
| 222.387-058 | Stock Clerk (Clerical) | No | 301.677-010 | Child Monitor |
| 237.367-038 | Receptionist | No | 239.567-010 | Office Helper |
| 249.367-074 | Teacher Aid II | Yes | | |
| 279.357-062 | Salesperson, Parts | Yes | | |
| 291.457-022 | Vendor | Yes | | |
| 299.367-014 | Stock Clerk (Self Serv.) | Yes | | |
| 299.367-014 | Stock Clerk (Self Serv.) | No | 382.664-010 | Janitor |
| 311.477-030 | Waiter/Waitress | Yes | | |
| 313.361-010 | Baker, Second | No | 313.361-014 | Cook, Restaurant |
| 313.361-014 | Cook, Restaurant | Yes | | |
| 313.361-014 | Cook, Restaurant | No | 206.362-010 | File Clerk I |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 313.361-014 | Cook, Restaurant | No | 699.999-999 | Sheltered Employment Worker |
| 313.361-014 | Cook, Restaurant | No | 318.687-010 | Kitchen Helper |
| 313.361-022 | Cook, Short Order | No | 317.687-010 | Cook Helper |
| 315.361-010 | Cook, Any Industry | No | 317.687-010 | Cook Helper |
| 318.687-010 | Kitchen Helper | No | 309.354-010 | Homemaker, Social Services |
| 318.687-010 | Kitchen Helper | No | 699.999-999 | Sheltered Employment Worker |
| 318.687-010 | Kitchen Helper | No | 319.484-010 | Food Assembler, Kitchen |
| 318.687-010 | Kitchen Helper | Yes | | |
| 318.687-010 | Kitchen Helper | Yes | | |
| 318.687-010 | Kitchen Helper | Yes | | |
| 318.687-010 | Kitchen Helper | Yes | | |
| 319.484-010 | Food Assembler, Kitchen | No | 381.687-018 | Cleaner, Industrial |
| 323.687-014 | Cleaner, Housekeeping | No | 699.999-999 | Sheltered Employment Worker |
| 332.271-014 | Cosmetologist Apprentice | Yes | | |
| 354.374-010 | Nurse, Practical | No | 355.674-014 | Nurse Aide |
| 359.677-018 | Nursery School Attendant | No | 321.137-010 | Housekeeper |
| 361.684-014 | Laundry Worker I | Yes | | |
| 369.387-010 | Laundry Worker II | Yes | | |
| 373.364-010 | Fire Fighter | No | 381.687-018 | Cleaner, Industrial |
| 381.687-014 | Cleaner, Comm. or Institut. | No | 699.999-999 | Sheltered Employment Worker |
| 381.687-014 | Cleaner, Comm. or Institut. | No | 361.687-018 | Laundry Laborer |
| 382.664-010 | Janitor | Yes | | |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 382.664-010 | Janitor | Yes | | |
| 382.664-010 | Janitor | Yes | | |
| 382.664-010 | Janitor | Yes | | |
| 382.664-010 | Janitor | Yes | | |
| 382.664-010 | Janitor | Yes | | |
| 382.664-010 | Janitor | No | 799.999-999 | Unpaid Family Member |
| 382.664-010 | Janitor | No | 318.687-010 | Kitchen Helper |
| 405.684-014 | Horticultural Worker I | Yes | | |
| 405.684-014 | Horticultural Worker I | Yes | | |
| 405.684-014 | Horticultural Worker I | Yes | | |
| 405.684-014 | Horticultural Worker I | Yes | | |
| 405.684-014 | Horticultural Worker I | No | 408.161-010 | Landscape Gardener |
| 405.687-014 | Horticultural Worker II | No | 699.999-999 | Sheltered Employment Worker |
| 405.687-014 | Horticultural Worker II | Yes | | |
| 405.687-014 | Horticultural Worker II | Yes | | |
| 405.687-014 | Horticultural Worker II | Yes | | |
| 405.687-014 | Horticultural Worker II | Yes | | |
| 405.687-014 | Horticultural Worker II | Yes | | |
| 405.687-014 | Horticultural Worker II | Yes | | |
| 405.687-014 | Horticultural Worker II | Yes | | |
| 405.687-014 | Horticultural Worker II | Yes | | |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 405.687-014 | Horticultural Worker II | Yes | | |
| 408.161-010 | Landscape Gardener | Yes | | |
| 408.161-010 | Landscape Gardener | Yes | | |
| 550.685-110 | Sweeping Compound Blender | Yes | | |
| 550.685-110 | Sweeping Compound Blender | Yes | | |
| 550.685-110 | Sweeping Compound Blender | Yes | | |
| 550.685-110 | Sweeping Compound Blender | Yes | | |
| 550.685-110 | Sweeping Compound Blender | No | 899.381-010 | Maintenance Repairer, Bldg. |
| 550.685-110 | Sweeping Compound Blender | No | 381.687-014 | Cleaner, Comm. or Institut. |
| 550.685-110 | Sweeping Compound Blender | No | 318.687-010 | Kitchen Helper |
| 550.685-110 | Sweeping Compound Blender | No | 699.999-999 | Sheltered Employment Worker |
| 599.999-999 | Homemaker | Yes | | |
| 599.999-999 | Homemaker | Yes | | |
| 599.999-999 | Homemaker | Yes | | |
| 599.999-999 | Homemaker | Yes | | |
| 599.999-999 | Homemaker | No | 309.354-010 | Homemaker, Social Services |
| 599.999-999 | Homemaker | No | 309.354-010 | Homemaker, Social Services |
| 599.999-999 | Homemaker | No | 309.354-010 | Homemaker, Social Services |
| 599.999-999 | Homemaker | No | 309.354-010 | Homemaker, Social Services |
| 600.280-022 | Machinist | Yes | | |
| 620.261-010 | Automobile Mechanic | Yes | | |
| 620.261-010 | Automobile Mechanic | No | 599.999-999 | Homemaker |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 620.684-014 | Auto Mechanic Helper | Yes | | |
| 620.684-014 | Auto Mechanic Helper | No | 899.381-010 | Maintenance Repairer, Bldg. |
| 625.281-034 | Small Engine Mechanic | No | 209.687-010 | Checker |
| 699.999-999 | Sheltered Employment Worker | Yes | | |
| 699.999-999 | Sheltered Employment Worker | Yes | | |
| 699.999-999 | Sheltered Employment Worker | Yes | | |
| 699.999-999 | Sheltered Employment Worker | Yes | | |
| 699.999-999 | Sheltered Employment Worker | Yes | | |
| 699.999-999 | Sheltered Employment Worker | Yes | | |
| 699.999-999 | Sheltered Employment Worker | Yes | | |
| 699.999-999 | Sheltered Employment Worker | No | 780.684-122 | Upholstery Repairer |
| 699.999-999 | Sheltered Employment Worker | No | 408.161-010 | Landscape Gardener |
| 699.999-999 | Sheltered Employment Worker | No | 382.664-010 | Janitor |
| 699.999-999 | Sheltered Employment Worker | No | 381.687-014 | Cleaner, Comm. or Institut. |
| 699.999-999 | Sheltered Employment Worker | No | 313.361-014 | Cook, Restaurant |
| 699.999-999 | Sheltered Employment Worker | No | 381.687-014 | Cleaner, Comm. or Institut. |
| 699.999-999 | Sheltered Employment Worker | No | 382.664-010 | Janitor |
| 699.999-999 | Sheltered Employment Worker | No | 381.687-014 | Cleaner, Comm. or Institut. |
| 699.999-999 | Sheltered Employment Worker | No | 318.687-010 | Kitchen Helper |
| 699.999-999 | Sheltered Employment Worker | No | 382.664-010 | Janitor |
| 700.281-010 | Jeweler | Yes | | |
| 700.281-010 | Jeweler | No | 144.061-010 | Painter |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 712.381-018 | Dental Lab.Technician | Yes | | |
| 723.381-010 | Electric Appliance Repairer | No | 299.367-014 | Stock Clerk, (Self Serv. Store) |
| 723.381-010 | Electric Appliance Repairer | No | 372.667-034 | Guard, Security |
| 723.584-010 | Appliance Repairer | No | 369.387-010 | Laundry Worker III |
| 723.584-010 | Appliance Repairer | No | 323.687-014 | Cleaner, Housekeeping |
| 726.261-010 | Electr. Assembl. (devel.) | No | 389.667-010 | Sexton, Church |
| 726.384-010 | Electr. Assembl. (inst.&app.) | Yes | | |
| 726.384-010 | Electr. Assembl. (inst.&app.) | Yes | | |
| 726.684-018 | Electr. Assemb. (electronics) | No | 860.381-022 | Carpenter |
| 726.684-018 | Electr. Assemb. (electronics) | No | 381.687-014 | Cleaner, Comm. or Institut. |
| 735.381-010 | Bench Hand (jewelry) | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | Yes | | |
| 763.381-010 | Furniture Finisher | No | 311.674-010 | Canteen Operator |
| 763.381-010 | Furniture Finisher | No | 311.674-010 | Canteen Operator |
| 780.381-018 | Furniture Upholsterer | No | 317.687-010 | Cook Helper |
| 780.684-046 | Cushion Builder | Yes | | |
| 782.687-042 | Rug Braider | Yes | | |
| 782.687-042 | Rug Braider | Yes | | |
| 787.682-022 | Embroid. Mach. Operator | No | 311.674-010 | Canteen Operator |
| 799.999-999 | Unpaid Family Member | Yes | | |
| 807.381-010 | Auto Body Repairer | No | 311.677-018 | Dining Room Attendant |
| 807.687-010 | Auto Body Rep. Helper | Yes | | |
| 819.384-008 | Welder, Apprentice | Yes | | |
| 828.281-014 | Elect Mechanic, Apprentice | Yes | | |
| 829.684-022 | Electrician Helper | No | 821.667-010 | Helper, Electrical |
| 829.684-022 | Electrician Helper | Yes | | |
| 860.381-022 | Carpenter | Yes | | |
| 860.381-022 | Carpenter | Yes | | |
| 860.381-022 | Carpenter | No | 913.463-010 | Bus Driver |
| 861.381-018 | Bricklayer | Yes | | |
| 861.381-018 | Bricklayer | No | 869.664-014 | Construction Worker I |
| 869.664-014 | Construction Worker I | Yes | | |

| IWRP *DOT* Code of Client | Job Title | Match Yes/No | *DOT* Code of Actual Job Placement If No Match | Job Title of Actual Job Placement |
|---|---|---|---|---|
| 869.664-014 | Construction Worker I | Yes | | |
| 869.664-014 | Construction Worker I | No | 189.167-034 | Security Officer |
| 899.381-010 | Maintenance Repairer | No | 620.261-022 | Construction Equip. Mech. |
| 899.381-010 | Maintenance Repairer | No | 381.687-014 | Cleaner, Comm. or Institut. |
| 899.381-010 | Maintenance Repairer | Yes | | |
| 899.381-010 | Maintenance Repairer | Yes | | |
| 899.381-010 | Maintenance Repairer | Yes | | |
| 899.381-010 | Maintenance Repairer | No | 869.664-014 | Construction Worker |
| 905.687-010 | Truck Driver Helper | No | 318.687-010 | Kitchen Helper |
| 970.381-022 | Painter, Hand | Yes | | |
| 971.381-042 | Silk Screen Processor | Yes | | |
| 971.381-042 | Silk Screen Processor | Yes | | |
| 971.381-042 | Silk Screen Processor | Yes | | |
| 971.381-042 | Silk Screen Processor | Yes | | |
| 971.381-042 | Silk Screen Processor | Yes | | |
| 971.381-042 | Silk Screen Processor | Yes | | |